

**Gibson County Special School District
Board of Trustees**

GCSSD Board of Trustees Regular Meeting

Gibson County High School Library

September 11, 2025

Members Present: Dr. Richard Addo, Mr. Benny Boals, Mr. Tom Lannom, Ms. Treva Maitland, Mr. Eddie Watkins.

PLEDGE OF ALLEGIANCE

Ms. Treva Maitland led the Pledge of Allegiance.

CALL TO ORDER

Mr. Tom Lannom called the meeting to order.

ROLL CALL

CONSENT AGENDA

A motion was made by Mr. Eddie Watkins to approve the consent agenda, with a second by Dr. Richard Addo. *Motion passed.*

ALC Report

Bullying/Harassment Report

Finance Reports

Funding Applications

FY2026 21st CCLC Remaining Funds

FY2026 Early Literacy PreK Teacher Stipends

FY2026 Preschool Access for All Network

FY2026 Out of School Time Career Pathways Grant

Juvenile Court Referrals

Maintenance/Technology Reports

Minutes Approval

Overnight Field Trips

Policy Revisions — Second Readings

RECOGNITION

New Teachers & Employees Recognition

New employees were honored at a reception before the board meeting, where they were introduced.

PUBLIC COMMENT

No public comment

AMENDED AGENDA***

A motion was made by Mr. Benny Boals to approve the amended agenda, with a second by Dr. Richard Addo. *Motion passed.*

Swear-In New Board Members

Re-elected Mr. Eddie Watkins & Mr. Benny Boals

Mr. Tom Lannom swore in the re-elected members, Mr. Benny Boals and Mr. Eddie Watkins, to the GCSSD Board of Trustees.

Election of School Board Officers:

Chairman, Vice-Chairman, and TLN Representative

Dr. Richard Addo nominated Mr. Tom Lannom as Board Chairman, with a second by Ms. Treva Maitland. *Motion Passed*

Mr. Eddie Watkins nominated Ms. Treva Maitland as Vice-Chairman. Ms. Treva Maitland recused herself.

Ms. Treva Maitland nominated Mr. Eddie Watkins as Vice-Chairman, with a second by Mr. Tom Lannom. *Motion Passed.*

Mr. Tom Lannom nominated Ms. Treva Maitland as TLN Representative, with a second by Mr. Eddie Watkins. *Motion Passed.*

Electronic Meeting Participation Resolution

Mr. Tom Lannom presented the Electronic Meeting Participation Resolution. Ms. Treva Maitland and Dr. Richard Addo requested a change in the law to allow electronic participation while abroad, as Dr. Addo visits his family overseas during the summer.

A motion was made by Ms. Treva Maitland to approve the resolution for submission to TSBA, with a second by Mr. Tom Lannom. *Motion passed.*

GCSSD Student School Board Representatives

Mr. Eddie Pruet presented the recommendations for the 2025-2026 GCSSD Student School Board Representatives.

Jack Ball, a 12th grader from Gibson County High School

Isaac Scherer, an 11th grader from South Gibson County High School, was present and introduced himself.

A motion was made by Mr. Benny Boals to approve Jack Ball from GCHS and Isaac Scherer from SGCHS to be the 2025-2026 school board representatives, with a second by Dr. Richard Addo. *Motion passed.*

AC Unit***

Mr. Rory Hinson presented the SGCHS HVAC Quotes.

Radius Group, LLC for \$48,690

Kyle's Refrigeration for \$33,000

Allied Service Group for \$34,337.05

McCoy's Plumbing, Heating, and Air, Inc. for \$56,805.

A motion was made by Ms. Treva Maitland to approve Kyle's Refrigeration of \$33,000, with a second by Mr. Eddie Watkins. *Motion passed.*

State Testing Results: ACT / SAT / TCAP Scores

Mr. Eddie Pruett presented the State Testing Results: ACT / SAT / TCAP Scores.

ELA 3-8 - 49.7%, 14th in the state

Math 3-8 - 59.4%, 12th in the state

Science 3-8 - 62.2%, 11th in the state

Social Studies 6-8 - 69.9%, 11th in the state

English I - 50.5%, 13th in the state

English II - 70.3%, 10th in the state

Algebra I - 40.2%, 15th in the state

Algebra II - 56.5%, 12th in the state

Biology - 56.3%, 24th in the state

US History - 61.8%, 5th in the state

TVAAS, levels 1-5, with 5 being the best

The district has been a level 5 district for 10 out of the last 12 years.

Composite - 5

Literacy - 5

Numeracy - 3

Science - 4

Social Studies - 5

Numeracy and Literacy - 4

ACT composite score, scores lag a year behind

2023/24 - 21.3

2022/23 - 19.8

2021/22 - 21.2

Director's Evaluation Results

Mr. Eddie Pruett expressed his gratitude to the board for completing the evaluation and providing their feedback. His overall average rating is 4.20. Mr. Pruett mentioned that he intends to focus on areas for improvement.

- Board Relationship: 4.24

- Community Relationship: 4.24

- Staff and Personnel Relationship: 3.98

- Educational Leadership: 4.29

- Business and Finance: 4.39

Total Average: 4.20

FY2026 Innovative School Models (ISM) Year 4 Budget

Mr. Rory Hinson presented the FY2026 Innovative School Models (ISM) Year 4 Budget. Mr. Hinson adds that this is the final year it will be funded by the state.

A motion was made by Mr. Benny Boals to approve the ISM year 4 budget and amend the budget revenues and expenditures, with a second by Dr. Richard Addo. *Motion passed.*

FY26 Public School Security Grant

Mr. Rory Hinson presented the FY26 Public School Security Grant. Mr. Stephen Powell provided additional details on how the security grant will be utilized.

A motion was made by Mr. Tom Lannom to approve the FY26 Public School Safety grant and amend the budget revenues and expenditures, with a second by Mr. Eddie Watkins. *Motion passed.*

FY2026 State Special Education Preschool Grant

Mr. Rory Hinson presented the FY2026 State Special Education Preschool Grant.

A motion was made by Mr. Eddie Watkins to approve the FY2026 State Special Education Preschool Grant and amend the budget revenues and expenditures, with a second by Dr. Richard Addo. *Motion passed.*

Added position***

Mr. Eddie Pruettt proposed adding a special education aide position at Rutherford School based on the enrollment numbers.

A motion was made by Mr. Eddie Watkins to approve the added position at Rutherford, with a second by Dr. Richard Addo. *Motion passed.*

Policy Revisions

Mr. Eddie Pruettt presented the Policy Revisions.

1.700 School District Goals — removes goals set for diversity

1.404 Appeals to and Appearances Before the Board — modifies how appeals and appearances are conducted, introduces a public comment period, and outlines how to add an item to the agenda.

A motion was made by Mr. Tom Lannom to approve the policy revisions, with a second by Mr. Benny Boals. *Motion passed.*

Health insurance***

Mr. Rory Hinson presented the health insurance plan, outlining the current contributions from GCSSD, which are 80% for employee-only tiers and 61% for all other tiers. He compared monthly premium options, highlighting scenarios with no changes versus those with a 1% or 2% increase in contributions.

Mr. Eddie Pruettt mentioned that he conducted a survey of neighboring districts regarding their approaches to handling the increase.

- Covering all increases: 7 districts (58%)
- Splitting the increase with employees: 3 districts (25%)
- Passing the increase entirely to employees: 2 districts (17%)

A motion was made by Mr. Tom Lannom to approve the GCSSD insurance contribution of 2% for employee-only and all other tiers, and amend the budget. *Motion failed.*

A motion was made by Dr. Richard Addo to approve the GCSSD insurance contribution of 1% for the employee-only tier and 2% for all other tiers, and amend the budget, with a second by Mr. Tom Lannom. *Motion passed.*

DIRECTOR'S REPORT

Upcoming Conferences

Mr. Eddie Pruett reminded the board of the upcoming conferences.

Fall District Meeting — September 23rd — Humboldt

Board Chairman Seminar — October 7

ADJOURN

A motion was made by Mr. Tom Lannom to adjourn, with a second by Dr. Richard Addo. *Motion passed.*

North GC current

School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete
GCHS	10	180 Days ALC	zero tolerance, THC	10/30/2024	90 days		
GCHS	10	180 Days ALC	zero tolerance, under influence	3/14/2025	90 days		
GCHS	11	180 Days ALC	zero tolerance, THC	5/1/2025	90 days		
GCHS	10	90 Days ALC	student threat, weapon	5/15/2025	45 days		
South GC current							
School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete
SGCHS	10	180 Days ALC	zero tolerance, under influence	8/29/2024	90 days		
SGCMS	7	180 Days ALC	taking inappropriate pics/selling	2/10/2025	no appeal		
SGCMS	8	180 Days ALC	inappropriate sexual behavior	3/10/2025	90 days		
SGCMS	8	180 Days ALC	inappropriate sexual behavior	3/10/2025	90 days		
SGCMS	7	55 days ALC	inappropriate touching/implications	4/1/2025			

North GC for the year							
School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete
South GC for Year							
School	Grade	DHA Results	Reason for DHA	Date of DHA	Appeal Date	Notes	Time Complete

HARASSMENT/BULLYING REPORT

Aug. 1, 2025 to Aug. 29, 2025

NOTE: Totals YTD column represents the cumulative # of incidents' reported thus far.

	VERBAL INCIDENT	WRITTEN INCIDENT	TECHNOLOGY INCIDENT	PHYSICAL INCIDENT	TOTALS For Month	TOTALS YTD	Previous Year Total
DYER	0	0	0	0	0	0	2
GCHS	0	0	0	0	0	0	2
KENTON	0	0	0	0	0	0	0
SGCES	0	0	0	0	0	0	4
SGCMS	0	0	0	0	0	0	5
RUTHERFORD	0	0	0	0	0	0	0
SGCHS	0	0	0	0	0	0	1
SPRING HILL	0	0	0	0	0	0	1
YORKVILLE	0	0	0	0	0	0	0

VERBAL OR WRITTEN (classified as one of the following)

- Name calling
- Threatening
- Taunting/ridiculing
- Demeaning comments

TECHNOLOGY (classified as)

- Facebook Posting
- Instagram Pic
- Phone Texting
- Twitter Messages
- Snap Chat

PHYSICAL (classified as one of the following)

- Hitting/kicking/shoving/pushing
- Inappropriate touching
- Staring/Stalking
- Spitting

Gibson County Special Schools
Bank Account Check Listing By Date

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 00000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
64814	8/1/2025	Alisha Bauman	Vendor	Outstanding	\$338.00
64815	8/1/2025	Alisha Owens	Vendor	Outstanding	\$318.40
64816	8/1/2025	Br Supply, Inc.	Vendor	Outstanding	\$765.79
64817	8/1/2025	Brad Garner	Vendor	Outstanding	\$30.00
64818	8/1/2025	Coburn Supply Company	Vendor	Outstanding	\$17,710.84
64819	8/1/2025	Gibson Connect, LLC	Vendor	Outstanding	\$4,212.50
64820	8/1/2025	Key Fire Protection	Vendor	Outstanding	\$1,180.00
64821	8/1/2025	Elsie Ladd	Vendor	Outstanding	\$99.00
64822	8/1/2025	Lowe's Credit Services	Vendor	Outstanding	\$722.15
64823	8/1/2025	Rory Hinson	Vendor	Outstanding	\$67.20
64824	8/1/2025	Scarlett Spencer	Vendor	Outstanding	\$121.80
64825	8/1/2025	Teresa Newell	Vendor	Outstanding	\$140.00
64826	8/1/2025	Venita Conley	Vendor	Outstanding	\$72.80
64827	8/1/2025	Vulcan Materials	Vendor	Outstanding	\$662.79
64828	8/1/2025	Waste Management	Vendor	Outstanding	\$2,804.90
64829	8/5/2025	April Martin	Vendor	Outstanding	\$206.00
64830	8/5/2025	At&t Wireless	Vendor	Outstanding	\$185.43
64831	8/5/2025	Kelli Elliott Barnes	Vendor	Outstanding	\$37.15
64832	8/5/2025	Central Technologies, Inc.	Vendor	Outstanding	\$23,535.71
64833	8/5/2025	City Lumber Company	Vendor	Outstanding	\$614.05
64834	8/5/2025	Dyer School	Vendor	Outstanding	\$5,000.00
64835	8/5/2025	Erica Durall	Vendor	Outstanding	\$30.00
64836	8/5/2025	Food Rite	Vendor	Outstanding	\$41.93
64837	8/5/2025	Jamie Fox	Vendor	Outstanding	\$37.15
64838	8/5/2025	Gibson Connect, LLC	Vendor	Outstanding	\$509.30
64839	8/5/2025	Gibson County High School	Vendor	Outstanding	\$15,000.00
64840	8/5/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$11.98

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Number	Date	Description	Check Type	Status	
64841	8/5/2025	Medina Auto Farm Supply	Vendor	Outstanding	\$22.57
64842	8/5/2025	Nurses Professional Liability Ins.	Vendor	Outstanding	\$262.00
64843	8/5/2025	Quill	Vendor	Outstanding	\$585.16
64844	8/5/2025	R&R Products	Vendor	Outstanding	\$756.45
64845	8/5/2025	Rabow's Septic Service (James Cooper)	Vendor	Outstanding	\$1,400.00
64846	8/5/2025	Rockette Science Learning	Vendor	Outstanding	\$1,500.00
64847	8/5/2025	South Gibson County High Sch.	Vendor	Outstanding	\$15,000.00
64848	8/5/2025	South Gibson County Middle School	Vendor	Outstanding	\$5,000.00
64849	8/5/2025	Tap Industries, Inc.	Vendor	Outstanding	\$1,036.00
64850	8/5/2025	Tennessee Book Company	Vendor	Outstanding	\$3,018.24
64851	8/5/2025	Haley Jo Thompson	Vendor	Outstanding	\$37.15
64852	8/5/2025	Tyler's Locksmith	Vendor	Outstanding	\$189.00
64853	8/5/2025	Victor's Landscaping	Vendor	Outstanding	\$7,250.00
64854	8/5/2025	Volunteer Technology Systems	Vendor	Outstanding	\$147.16
64855	8/5/2025	Westenn Fence Company	Vendor	Outstanding	\$550.00
64856	8/5/2025	Zayo Education, LLC	Vendor	Outstanding	\$152.05
64857	8/5/2025	Capital One	Vendor	Outstanding	\$84.48
64858	8/5/2025	Cdw Government	Vendor	Outstanding	\$77.96
64859	8/5/2025	Quill	Vendor	Void	\$180.14
64860	8/5/2025	Tennessee Bureau of Investigation	Vendor	Outstanding	\$750.00
64861	8/5/2025	Trenton Special School District	Vendor	Outstanding	\$184.39
64862	8/6/2025	Cev Multimedia	Vendor	Outstanding	\$13,000.00
64863	8/6/2025	Chasity Reasons	Vendor	Outstanding	\$121.00
64864	8/6/2025	Cheryl Crocker	Vendor	Outstanding	\$150.00
64865	8/6/2025	Colette Wilson	Vendor	Outstanding	\$320.60
64866	8/6/2025	Samantha Ellis	Vendor	Outstanding	\$77.80
64867	8/6/2025	Gordon Food Service	Vendor	Void	\$954.63
64868	8/6/2025	RACHEL HICKS	Vendor	Outstanding	\$202.30

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Number	Date	Description	Check Type	Status	
64869	8/6/2025	Kristin Hardin	Vendor	Outstanding	\$104.30
64870	8/6/2025	Lewis Group Architects	Vendor	Outstanding	\$41,250.00
64871	8/6/2025	Michelle Goad	Vendor	Outstanding	\$152.60
64872	8/6/2025	Mollie Peery	Vendor	Outstanding	\$132.40
64873	8/6/2025	Rachel Cooper	Vendor	Outstanding	\$53.24
64874	8/6/2025	Sub Way	Vendor	Outstanding	\$382.05
64875	8/6/2025	Terri Mcdaniel	Vendor	Outstanding	\$71.40
64876	8/6/2025	Elizabeth Young	Vendor	Outstanding	\$150.00
64877	8/6/2025	Alford's Tire Center	Vendor	Outstanding	\$76.65
64878	8/6/2025	Ferguson Enterprises	Vendor	Outstanding	\$243.98
64879	8/6/2025	Gibson County Food Service	Vendor	Outstanding	\$954.63
64880	8/6/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$38.59
64881	8/6/2025	Instructure	Vendor	Outstanding	\$4,762.46
64882	8/6/2025	Quill	Vendor	Outstanding	\$174.92
64883	8/6/2025	Upper Edge Tech	Vendor	Outstanding	\$1,250.00
64884	8/6/2025	Workcare Resource Inc,	Vendor	Outstanding	\$945.00
64885	8/7/2025	Alford's Tire Center	Vendor	Outstanding	\$71.65
64886	8/7/2025	Amy M. Richardson	Vendor	Outstanding	\$105.00
64887	8/7/2025	Amanda Callins	Vendor	Outstanding	\$150.00
64888	8/7/2025	Capital One	Vendor	Outstanding	\$38.48
64889	8/7/2025	Eddie Pruett	Vendor	Outstanding	\$125.00
64890	8/7/2025	Food Rite	Vendor	Outstanding	\$34.90
64891	8/7/2025	McKaylee Glass	Vendor	Outstanding	\$37.15
64892	8/7/2025	Master Medical Equipment	Vendor	Outstanding	\$585.00
64893	8/7/2025	Morris Painting And Repair	Vendor	Outstanding	\$561.60
64894	8/7/2025	Stage 4 Media	Vendor	Outstanding	\$7,791.00
64895	8/7/2025	Stephen Powell	Vendor	Outstanding	\$30.00
64896	8/8/2025	A-1 Chemical Products	Vendor	Outstanding	\$2,397.00

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Number	Date	Description	Check Type	Status	
64897	8/8/2025	Ace Building Center	Vendor	Outstanding	\$33.55
64898	8/8/2025	Cooperative Financial Solutions	Vendor	Outstanding	\$1,729.34
64899	8/8/2025	Crawford Electric	Vendor	Outstanding	\$92.61
64900	8/8/2025	Food Rite	Vendor	Outstanding	\$47.73
64901	8/8/2025	Gibson County Bus Garage	Vendor	Outstanding	\$34,201.25
64902	8/8/2025	Bryan Poole	Vendor	Outstanding	\$5,750.00
64903	8/8/2025	Rasberry Tire & Service Center	Vendor	Outstanding	\$85.00
64904	8/8/2025	State Of Tennessee/Dept Of Health	Vendor	Outstanding	\$80.00
64905	8/8/2025	Tennessee Book Company	Vendor	Outstanding	\$10,109.90
64906	8/8/2025	UNITED REFRIGERATION, INC	Vendor	Outstanding	\$354.34
64907	8/8/2025	Briana Weber	Vendor	Outstanding	\$37.15
64908	8/8/2025	West Tennessee Communications	Vendor	Outstanding	\$1,388.62
64909	8/8/2025	WTHC ECC TRAINING CENTER	Vendor	Outstanding	\$90.00
64910	8/8/2025	Jackson Madison County General Hosp/Nurse Ed Dept	Vendor	Outstanding	\$90.00
64911	8/12/2025	Kathryn Adkisson	Vendor	Outstanding	\$250.00
64912	8/12/2025	Asms	Vendor	Outstanding	\$750.00
64913	8/12/2025	Ben Edwards	Vendor	Outstanding	\$250.00
64914	8/12/2025	Barbara Biggs	Vendor	Outstanding	\$37.15
64915	8/12/2025	Faith Botbyl	Vendor	Outstanding	\$210.00
64916	8/12/2025	Walice Byrd	Vendor	Outstanding	\$170.00
64917	8/12/2025	Abigail Chilson	Vendor	Outstanding	\$37.15
64918	8/12/2025	Connie Coleman	Vendor	Outstanding	\$170.00
64919	8/12/2025	Dianne B Waddell	Vendor	Outstanding	\$170.00
64920	8/12/2025	Embry Consulting LLC	Vendor	Outstanding	\$320.00
64921	8/12/2025	Cathy Farrar	Vendor	Outstanding	\$170.00
64922	8/12/2025	Mike Farrar	Vendor	Outstanding	\$170.00
64923	8/12/2025	Gibson County High School	Vendor	Outstanding	\$636.60
64924	8/12/2025	William Glover	Vendor	Void	\$1,527.30

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Number	Date	Description	Check Type	Status	
64925	8/12/2025	Jackson State Community College	Vendor	Outstanding	\$5,550.00
64926	8/12/2025	James K Dinwiddie	Vendor	Outstanding	\$180.00
64927	8/12/2025	JC SUPPLIES	Vendor	Outstanding	\$1,001.71
64928	8/12/2025	Joseph Albright	Vendor	Outstanding	\$180.00
64929	8/12/2025	Joseph Sam Gregory	Vendor	Outstanding	\$180.00
64930	8/12/2025	Patricia Landrum	Vendor	Outstanding	\$891.88
64931	8/12/2025	Larry J Belew	Vendor	Outstanding	\$891.88
64932	8/12/2025	Timothy K Luckey	Vendor	Outstanding	\$180.00
64933	8/12/2025	Microvote General Corp	Vendor	Outstanding	\$1,570.00
64934	8/12/2025	BETTY LOUISE PRINCE	Vendor	Outstanding	\$170.00
64935	8/12/2025	South Gibson County Elementary School	Vendor	Outstanding	\$400.00
64936	8/12/2025	Stage 4 Media	Vendor	Outstanding	\$10,702.20
64937	8/12/2025	KIM TODD	Vendor	Outstanding	\$180.00
64938	8/12/2025	Charles Tosh	Vendor	Outstanding	\$210.00
64939	8/12/2025	Jo Ann Tosh	Vendor	Outstanding	\$170.00
64940	8/12/2025	TSBA	Vendor	Outstanding	\$600.00
64941	8/12/2025	Volunteer Technology Systems	Vendor	Outstanding	\$243.50
64942	8/12/2025	Barbara A White	Vendor	Outstanding	\$895.00
64943	8/12/2025	Johnny W White	Vendor	Outstanding	\$938.00
64944	8/12/2025	Alexander,Thompson And Arnold	Vendor	Outstanding	\$17,870.00
64945	8/12/2025	Anthony Bogue	Vendor	Outstanding	\$30.00
64946	8/12/2025	CLASSLINK	Vendor	Outstanding	\$16,794.22
64947	8/12/2025	Coburn Supply Company	Vendor	Void	\$949.08
64948	8/12/2025	Gibson County High School	Vendor	Outstanding	\$478.80
64949	8/12/2025	Gibson County Utility District	Vendor	Outstanding	\$726.00
64950	8/12/2025	William Glover	Vendor	Outstanding	\$763.65
64951	8/12/2025	Kevin Turner	Vendor	Outstanding	\$84.00
64952	8/12/2025	Jacob King	Vendor	Outstanding	\$30.00

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Number	Date	Description	Check Type	Status	
64953	8/12/2025	Level Data, Inc	Vendor	Outstanding	\$19,259.47
64954	8/12/2025	Stellar Therapy Services	Vendor	Outstanding	\$196.69
64955	8/12/2025	Tyler's Locksmith	Vendor	Outstanding	\$250.00
64956	8/12/2025	Words For Life Speech & Language Center	Vendor	Outstanding	\$1,404.00
64957	8/13/2025	Coburn Supply Company	Vendor	Outstanding	\$64.08
64958	8/13/2025	Gibson County Federal Accounts	Vendor	Outstanding	\$13,931.70
64959	8/13/2025	Strickland Roofing Company, Inc.	Vendor	Outstanding	\$885.00
64960	8/13/2025	Total Health Chiropractic	Vendor	Outstanding	\$100.00
64961	8/13/2025	Tyler's Locksmith	Vendor	Outstanding	\$60.00
64962	8/14/2025	William Allen	Vendor	Outstanding	\$99.00
64963	8/14/2025	Kinsey Britt	Vendor	Outstanding	\$99.00
64964	8/14/2025	Burk's Beverage	Vendor	Outstanding	\$38.00
64965	8/14/2025	Taylor Camp	Vendor	Outstanding	\$99.00
64966	8/14/2025	Carissa Burkett	Vendor	Outstanding	\$30.00
64967	8/14/2025	Anna Christie	Vendor	Outstanding	\$23.00
64968	8/14/2025	Karson Dunn	Vendor	Outstanding	\$99.00
64969	8/14/2025	Beckett Giles	Vendor	Outstanding	\$99.00
64970	8/14/2025	Ava Holifield	Vendor	Outstanding	\$99.00
64971	8/14/2025	JC SUPPLIES	Vendor	Outstanding	\$499.00
64972	8/14/2025	Holland Johnson	Vendor	Outstanding	\$99.00
64973	8/14/2025	Ryan Koeller	Vendor	Outstanding	\$99.00
64974	8/14/2025	Nicholas Lac	Vendor	Outstanding	\$99.00
64975	8/14/2025	Addison McCormick	Vendor	Outstanding	\$99.00
64976	8/14/2025	Brock Owens	Vendor	Outstanding	\$99.00
64977	8/14/2025	Delilah Pasco	Vendor	Outstanding	\$99.00
64978	8/14/2025	Printco	Vendor	Outstanding	\$600.00
64979	8/14/2025	Fatima Razeq	Vendor	Outstanding	\$99.00
64980	8/14/2025	Renee Childs	Vendor	Outstanding	\$78.40

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379
GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
64981	8/14/2025	Jack Smith	Vendor	Outstanding	\$99.00
64982	8/14/2025	South Gibson County High Sch.	Vendor	Outstanding	\$557.70
64983	8/14/2025	Selena Stanfil	Vendor	Outstanding	\$99.00
64984	8/14/2025	Stanford Electric	Vendor	Outstanding	\$818.18
64985	8/14/2025	Tennessee Tractor	Vendor	Outstanding	\$2,784.80
64986	8/14/2025	Kaydence White	Vendor	Outstanding	\$99.00
64987	8/18/2025	Alford's Tire Center	Vendor	Outstanding	\$71.65
64988	8/18/2025	Area Wide Communications	Vendor	Outstanding	\$331.66
64989	8/18/2025	MARSHALL CRAWLEY	Vendor	Outstanding	\$37.15
64990	8/18/2025	ETAIROS HVAC	Vendor	Outstanding	\$540.38
64991	8/18/2025	Gibson County Utility District	Vendor	Outstanding	\$40.00
64992	8/18/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$21.98
64993	8/18/2025	Kelly K. Samantha	Vendor	Outstanding	\$130.20
64994	8/18/2025	Premier Family Medicine	Vendor	Outstanding	\$500.00
64995	8/18/2025	Quadient Leasing USA	Vendor	Outstanding	\$500.00
64996	8/18/2025	Quill	Vendor	Outstanding	\$180.14
64997	8/18/2025	Rod's Tire & Auto Center	Vendor	Outstanding	\$113.78
64998	8/18/2025	Townsend Door & Hardware	Vendor	Outstanding	\$35.00
64999	8/19/2025	Christi Barnes	Vendor	Outstanding	\$180.00
65000	8/19/2025	Brothers Printing	Vendor	Outstanding	\$150.05
65001	8/19/2025	Michelle Haney	Vendor	Outstanding	\$500.00
65002	8/19/2025	Quill	Vendor	Outstanding	\$48.98
65003	8/19/2025	Steve Marsh Ford	Vendor	Outstanding	\$77.27
65004	8/19/2025	Sandy Tharpe	Vendor	Outstanding	\$58.80
65005	8/19/2025	TransACT Communications, LLC	Vendor	Outstanding	\$1,966.00
65006	8/20/2025	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$66.98
65007	8/20/2025	JC SUPPLIES	Vendor	Outstanding	\$233.57
65008	8/20/2025	Kenny Pipe And Supply	Vendor	Outstanding	\$143.57

Gibson County Special Schools
Bank Account Check Listing By Date

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 000000200379
GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
65009	8/20/2025	Leslie Lickey	Vendor	Outstanding	\$150.00
65010	8/20/2025	Elaine Luther	Vendor	Outstanding	\$31.60
65011	8/21/2025	Aflac	Vendor	Outstanding	\$125.54
65012	8/21/2025	Boston Mutual Whole Life	Vendor	Outstanding	\$30.34
65013	8/21/2025	CHLIC	Vendor	Outstanding	\$1,971.36
65014	8/21/2025	Gibson County Imagination Library	Vendor	Outstanding	\$24.00
65015	8/21/2025	Tasc Pvr	Vendor	Outstanding	\$1,112.49
65016	8/21/2025	TRUSTMARK VOLUNTARY BENEFIT SOLUTIONS, INC	Vendor	Outstanding	\$415.95
65017	8/21/2025	TSACG	Vendor	Outstanding	\$3,750.00
65018	8/21/2025	Usable Life	Vendor	Outstanding	\$1,526.60
65019	8/21/2025	Business Card	Vendor	Outstanding	\$1,220.95
65020	8/21/2025	Business Card	Vendor	Outstanding	\$94.92
65021	8/21/2025	Capital One	Vendor	Outstanding	\$92.81
65022	8/21/2025	Dyer School	Vendor	Outstanding	\$750.00
65023	8/21/2025	Henry Schein, Inc	Vendor	Outstanding	\$259.50
65024	8/21/2025	Kenton Elementary School	Vendor	Outstanding	\$600.00
65025	8/21/2025	Rutherford Elementary School	Vendor	Outstanding	\$600.00
65026	8/21/2025	South Gibson County Elementary School	Vendor	Outstanding	\$2,600.00
65027	8/21/2025	South Gibson County Middle School	Vendor	Void	\$1,500.00
65028	8/21/2025	Spring Hill School	Vendor	Outstanding	\$600.00
65029	8/21/2025	Workcare Resource Inc,	Vendor	Outstanding	\$425.00
65030	8/21/2025	Yorkville Elementary School	Vendor	Outstanding	\$1,000.00
65031	8/21/2025	Business Card	Vendor	Outstanding	\$22.49
65032	8/22/2025	Business Card	Vendor	Outstanding	\$1,959.94
65033	8/22/2025	Business Card	Vendor	Outstanding	\$1,228.76
65034	8/25/2025	Apple, Inc	Vendor	Outstanding	\$658.00
65035	8/25/2025	Business Card	Vendor	Outstanding	\$731.99
65036	8/25/2025	Cdw Government	Vendor	Outstanding	\$1,625.54

Gibson County Special Schools
Bank Account Check Listing By Date

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 00000200379
GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
65037	8/25/2025	Central State Bus Sales	Vendor	Outstanding	\$123,792.00
65038	8/25/2025	City Lumber Company	Vendor	Outstanding	\$225.08
65039	8/25/2025	Elizabeth Davis	Vendor	Outstanding	\$37.15
65040	8/25/2025	Gibson County Court Clerk	Vendor	Outstanding	\$25.50
65041	8/25/2025	Gibson County Federal Accounts	Vendor	Outstanding	\$13,931.69
65042	8/25/2025	Key Fire Protection	Vendor	Outstanding	\$937.07
65043	8/25/2025	Shelia Reddick	Vendor	Outstanding	\$11.20
65044	8/25/2025	Timothy Suiter	Vendor	Outstanding	\$350.00
65045	8/25/2025	UNITED REFRIGERATION, INC	Vendor	Outstanding	\$82.89
65046	8/25/2025	Volunteer Technology Systems	Vendor	Outstanding	\$425.50
65047	8/25/2025	Workcare Resource Inc,	Vendor	Outstanding	\$135.00
65048	8/26/2025	Business Card	Vendor	Outstanding	\$266.64
65049	8/26/2025	Cantrell Construction Company	Vendor	Outstanding	\$13,500.00
65050	8/26/2025	Cdw Government	Vendor	Outstanding	\$898.63
65051	8/26/2025	Keeling Company	Vendor	Outstanding	\$37.96
65052	8/26/2025	Leslie Lickey	Vendor	Outstanding	\$150.00
65053	8/26/2025	PCS	Vendor	Outstanding	\$2,989.00
65054	8/26/2025	Tammie Floersh	Vendor	Outstanding	\$273.60
65055	8/26/2025	Tennessee DECA	Vendor	Outstanding	\$845.00
65056	8/26/2025	Turner Landscaping	Vendor	Outstanding	\$4,007.50
65057	8/26/2025	UNITED REFRIGERATION, INC	Vendor	Outstanding	\$413.57
65058	8/26/2025	WEST TN HEALTHCARE ECC TRAINING CENTER	Vendor	Outstanding	\$390.00
65059	8/26/2025	YouScience	Vendor	Outstanding	\$17,185.50
65060	8/26/2025	Business Card	Vendor	Outstanding	\$3,919.37
65061	8/26/2025	Business Card	Vendor	Outstanding	\$102.00
65062	8/26/2025	Life Investors	Vendor	Outstanding	\$35.01
65063	8/26/2025	MANHATTANLIFE ASSURANCE COMPANY OF AMERIC	Vendor	Outstanding	\$311.03
65064	8/26/2025	Superior Vision Services, Inc	Vendor	Outstanding	\$507.90

Gibson County Special Schools
Bank Account Check Listing By Date

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Bank Account: Security Bank Vendor (Fund 141) Account Number: 00000200379
GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
65065	8/26/2025	Usable Life	Vendor	Outstanding	\$1,289.55
65066	8/26/2025	Usable Life	Vendor	Outstanding	\$1,265.29
65067	8/27/2025	B&H Photo Video	Vendor	Outstanding	\$235.37
65068	8/27/2025	Madeline Bennett	Vendor	Outstanding	\$37.15
65069	8/27/2025	Business Card	Vendor	Outstanding	\$1,049.07
65070	8/27/2025	Chasity Reasons	Vendor	Outstanding	\$255.40
65071	8/27/2025	CodeHS	Vendor	Outstanding	\$5,645.00
65072	8/27/2025	Food Rite	Vendor	Outstanding	\$119.19
65073	8/27/2025	Medina Auto Farm Supply	Vendor	Outstanding	\$63.22
65074	8/27/2025	Quill	Vendor	Outstanding	\$132.99
65075	8/27/2025	Rory Hinson	Vendor	Outstanding	\$268.10
65076	8/27/2025	Susan Smith	Vendor	Outstanding	\$198.80
65077	8/27/2025	Stephen Powell	Vendor	Outstanding	\$163.00
65078	8/27/2025	The Mirror Exchange	Vendor	Outstanding	\$400.00
65079	8/27/2025	The Tri City Reporter	Vendor	Outstanding	\$780.00
65080	8/27/2025	Henry Todd	Vendor	Outstanding	\$137.00
65081	8/27/2025	Townsend Door & Hardware	Vendor	Outstanding	\$84.29
65082	8/27/2025	Turf Equipment Specialists	Vendor	Outstanding	\$1,808.42
65083	8/27/2025	Workcare Resource Inc,	Vendor	Outstanding	\$135.00
65084	8/29/2025	Caymee Services	Vendor	Outstanding	\$45.00
65085	8/29/2025	Quill	Vendor	Outstanding	\$86.54
65086	8/29/2025	StaffEZ Facility Services	Vendor	Outstanding	\$127,137.00
65087	8/29/2025	Waste Management	Vendor	Outstanding	\$2,805.50
65088	8/29/2025	Joe Frizzell	Vendor	Outstanding	\$959.20
65089	8/29/2025	Patricia Rickman	Vendor	Outstanding	\$1,386.00
65089	8/29/2025	Patricia Rickman	Vendor	Void	\$1,386.00

Gibson County Special Schools
Bank Account Check Listing By Date

Run At: 9/2/2025 10:55 AM
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Bank Account: Security Bank Vendor (Fund 141)
 GL Account: 141- -11130

Account Number: 000000200379

Number Date Description

Check Type

Status

Totals for Vendor

Number of Checks: 277
Total Checks: \$719,807.39
Reconciled Checks: \$0.00
Outstanding Checks: \$713,310.24
Void Checks: \$6,497.15

Gibson County Special Schools
Bank Account Check Listing By Date

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Bank Account: Security Bank Vendor (Fund 141)
GL Account: 141- -11130

Account Number: 000000200379

Totals for 141- -11130

Number of Checks:	277
Total Checks:	\$719,807.39
Reconciled Checks:	\$0.00
Outstanding Checks:	\$713,310.24
Void Checks:	\$6,497.15

Gibson County Special Schools
Bank Account Check Listing By Date

Run At: 9/2/2025 10:55 AM
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Bank Account: Security Bank Vendor (Fund 141)

Account Number: 000000200379

Grand Totals

Number of Checks:	277
Total Checks:	\$719,807.39
Reconciled Checks:	\$0.00
Outstanding Checks:	\$713,310.24
Void Checks:	\$6,497.15

AP Division	Payment Number	Payment Date	Payment Status	Vendor	Payment Amount
Gibson County Special Schools	8787	8/4/2025	Paid	Br Supply, Inc.	\$276.11
Gibson County Special Schools	8788	8/4/2025	Paid	Business Card	\$285.58
Gibson County Special Schools	8789	8/4/2025	Paid	Kevin Turner	\$364.80
Gibson County Special Schools	8790	8/4/2025	Paid	Lauderdale County Schools	\$631.88
Gibson County Special Schools	8791	8/4/2025	Paid	Brittany Leitherland	\$677.95
Gibson County Special Schools	8792	8/4/2025	Paid	Lyndsey Norman	\$1,317.71
Gibson County Special Schools	8793	8/4/2025	Paid	South Gibson County High Sch.	\$345.00
Gibson County Special Schools	8794	8/4/2025	Paid	Wells Fargo Financial Leasing	\$42.50
Gibson County Special Schools	8795	8/4/2025	Paid	Wells Fargo Financial Leasing	\$42.50
Gibson County Special Schools	8796	8/13/2025	Paid	Gibson Farmers Cooperative	\$12.99
Gibson County Special Schools	8797	8/14/2025	Paid	Ets	\$55.00
Gibson County Special Schools	8798	8/14/2025	Paid	Gibson County School District/Gp Account	\$54,094.08
Gibson County Special Schools	8799	8/14/2025	Paid	Gibson County School District/Gp Account	\$83,864.40
Gibson County Special Schools	8800	8/14/2025	Paid	Gibson County School District/Gp Account	\$4,421.61
Gibson County Special Schools	8801	8/14/2025	Paid	Gibson County School District/Gp Account	\$208,859.16
Gibson County Special Schools	8802	8/14/2025	Paid	Gibson County School District/Gp Account	\$36,334.34
Gibson County Special Schools	8803	8/14/2025	Paid	Gibson County School District/Gp Account	\$12,524.81
Gibson County Special Schools	8804	8/14/2025	Paid	Gibson County School District/Gp Account	\$500,000.00
Gibson County Special Schools	8805	8/14/2025	Paid	Gibson County School District/Gp Account	\$34,082.60
Gibson County Special Schools	8806	8/14/2025	Paid	Gibson County School District/Gp Account	\$28,920.35
Gibson County Special Schools	8807	8/21/2025	Paid	Business Card	\$74.00
Gibson County Special Schools	8808	8/21/2025	Paid	Business Card	\$158.09
Gibson County Special Schools	8809	8/21/2025	Paid	Business Card	\$79.18
Gibson County Special Schools	8810	8/21/2025	Paid	Business Card	\$2,585.00
Gibson County Special Schools	8811	8/21/2025	Paid	Business Card	\$23.00

AP Division	Payment Number	Payment Date	Payment Status	Vendor	Payment Amount
Gibson County Special Schools	8812	8/21/2025	Paid	Johnson Equipment & Sales	\$212.00
Gibson County Special Schools	8813	8/21/2025	Paid	Midsouth Hoist	\$419.36
Gibson County Special Schools	8814	8/21/2025	Paid	WEST TN HEALTHCARE ECC TRAINING CENTER	\$5.00
Gibson County Special Schools	8815	8/21/2025	Paid	WEST TN HEALTHCARE ECC TRAINING CENTER	\$5.00
Gibson County Special Schools	8816	8/21/2025	Paid	WEST TN HEALTHCARE ECC TRAINING CENTER	\$10.00
Gibson County Special Schools	8817	8/27/2025	Paid	Capital One	\$196.32
Gibson County Special Schools	8818	8/27/2025	Paid	Ets	\$55.00
Gibson County Special Schools	8819	8/27/2025	Paid	Everway (N2Y)	\$259.99
Gibson County Special Schools	8820	8/27/2025	Paid	Henry Schein, Inc	\$321.78
Gibson County Special Schools	8821	8/27/2025	Paid	Mobymax.Com	\$111.00

Gibson County Special Schools
 Summary Financial Statement
 August 2025

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
40125	Trustee's Collections - Bankruptcy	0.00	(763.69)	0.00%	0.00	(763.69)	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	70,000.00	(3,492.31)	4.99%	5,833.33	(3,492.31)	59.87%
40162	Payments In Lieu Of Taxes-Local	70,000.00	0.00	0.00%	5,833.33	0.00	0.00%
40210	Local Option Sales Tax	4,578,000.00	(406,340.31)	8.88%	381,500.00	(406,340.31)	106.51%
40350	Interstate Telecommunications Tax	20,000.00	(2,115.62)	10.58%	1,666.67	(2,115.62)	126.94%
40610	Current Property Tax	7,628,146.00	(445.00)	0.01%	635,678.83	(445.00)	0.07%
40620	Prior Year's Property Tax	138,000.00	(2,540.12)	1.84%	11,500.00	(2,540.12)	22.09%
40630	Interest And Penalty	20,000.00	(1,737.35)	8.69%	1,666.67	(1,737.35)	104.24%
41110	Marriage Licenses	900.00	(115.90)	12.88%	75.00	(115.90)	154.53%
42310	Fines	0.00	(5,172.00)	0.00%	0.00	(540.00)	0.00%
43570	Receipts From Individual Schools	88,500.00	(3,007.04)	3.40%	7,375.00	(1,507.04)	20.43%
43990	Other Charges For Services	25,000.00	(1,649.88)	6.60%	2,083.33	(863.13)	41.43%
44110	Investment Income	175,000.00	(71,894.06)	41.08%	14,583.33	(34,855.40)	239.01%
46510	Tennessee Investment in Student	30,449,632.91	(3,042,493.21)	9.99%	2,537,469.41	(3,042,493.21)	119.90%
46513	TISA - On-behalf Payments	24,700.82	0.00	0.00%	2,058.40	0.00	0.00%
46515	Early Childhood Education	418,919.66	0.00	0.00%	34,909.97	0.00	0.00%
46590	Other State Education Funds	245,535.00	(24,534.63)	9.99%	20,461.25	(24,534.63)	119.91%
46610	Career Ladder Program	24,800.00	0.00	0.00%	2,066.67	0.00	0.00%
46790	Other Vocational	1,290,185.38	0.00	0.00%	107,515.45	0.00	0.00%
46980	Other State Grants	634,975.00	(632,337.20)	99.58%	52,914.58	0.00	0.00%
49700	Insurance Recovery	0.00	(2,271.42)	0.00%	0.00	0.00	0.00%
	Total Revenues	45,902,294.77	(4,200,909.74)	9.15%	3,825,191.23	(3,522,343.71)	92.08%
Expenditures							
71100	Regular Instruction Program	(19,170,411.73)	533,910.96	2.79%	(1,597,534.31)	107,335.66	6.72%
71200	Special Education Program	(3,438,114.78)	14,736.55	0.43%	(286,509.57)	2,077.05	0.72%
71300	Career and Technical Education	(2,786,244.96)	139,442.43	5.00%	(232,187.08)	85,983.58	37.03%
72110	Attendance	(44,173.26)	6,833.05	15.47%	(3,681.11)	3,249.72	88.28%
72120	Health Services	(718,179.03)	20,466.11	2.85%	(59,848.25)	10,846.46	18.12%
72130	Other Student Support	(1,094,644.03)	51,857.62	4.74%	(91,220.34)	9,131.00	10.01%
72210	Regular Instruction Program	(1,672,430.27)	171,418.44	10.25%	(139,369.19)	80,796.08	57.97%
72220	Special Education Program	(443,616.07)	216,688.95	48.85%	(36,968.01)	7,005.29	18.95%
72230	Career and Technical Education	(151,184.60)	18,785.56	12.43%	(12,598.72)	9,392.78	74.55%
72250	EDUCATION TECHNOLOGY	(983,390.55)	266,996.00	27.15%	(81,949.21)	45,509.70	55.53%
72310	Board Of Education	(565,647.92)	439,405.15	77.68%	(47,137.33)	15,647.15	33.19%
72320	Office Of The Superintendent	(320,483.09)	51,108.29	15.95%	(26,706.92)	23,752.02	88.94%
72410	Office Of The Principal	(2,665,323.71)	256,708.47	9.63%	(222,110.31)	128,878.27	58.02%
72510	Fiscal Services	(293,858.19)	69,385.15	23.61%	(24,488.18)	19,078.87	77.91%

Gibson County Special Schools
 Summary Financial Statement
 August 2025

141 General Purpose School		Year-To-Date			Month-To-Date		
		Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Account	Description						
72610	Operation Of Plant	(3,107,028.00)	746,828.32	24.04%	(258,919.00)	241,430.77	93.25%
72620	Maintenance Of Plant	(972,508.31)	144,970.82	14.91%	(81,042.36)	51,672.03	63.76%
72710	Transportation	(1,698,938.73)	245,952.16	14.48%	(141,578.23)	6,458.95	4.56%
73100	Food Service	0.00	524.40	0.00%	0.00	0.00	0.00%
73400	Early Childhood Education	(418,919.67)	2,543.48	0.61%	(34,909.97)	1,721.08	4.93%
76100	Regular Capital Outlay	(870,000.00)	63,267.03	7.27%	(72,500.00)	4,182.75	5.77%
82130	Education	(3,165,000.00)	0.00	0.00%	(263,750.00)	0.00	0.00%
82230	Education	(875,951.00)	0.00	0.00%	(72,995.92)	0.00	0.00%
Total Expenditures		(45,456,047.90)	3,461,828.94	7.62%	(3,788,003.99)	854,149.21	22.55%
Total	141 General Purpose School	446,246.87	(739,080.80)	165.62%	37,187.24	(2,668,194.50)	7,175.



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Budget Overview

Gibson Co Sp Dist (275) Public District - FY 2026 - 21st CCLC Remaining Funds - Rev 0 - CCLC Cohort 2023

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Indirect Cost Guide

Total Allocation	\$165,000.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$165,000.00
Indirect Cost Rate	2.46%
Max Available Budget In Categories Eligible for Indirect Cost	\$161,038.46
Max Indirect Cost	\$3,961.54

Filter by Location: All - \$165,000.00

[Show Unbudgeted Categories](#)

Hinson, Rory

Production

Session Timeout
(Hide Timer)
00:29:52

Account Number	73300 - Community Services	Total
Line Item Number		
105 - Supervisor / Director	31,380.00	31,380.00
116 - Teachers	87,595.80	87,595.80
163 - Educational Assistants	21,150.00	21,150.00
201 - Social Security	8,687.80	8,687.80
204 - State Retirement	2,493.41	2,493.41
207 - Medical Insurance	1,562.40	1,562.40
212 - Employer Medicare	2,031.83	2,031.83
355 - Travel	2,000.00	2,000.00
422 - Food Supplies	300.00	300.00
429 - Instructional Supplies & Materials	3,000.00	3,000.00
499 - Other Supplies and Materials	3,300.00	3,300.00
524 - In-Service / Staff Development	228.76	228.76
599 - Other Charges	1,270.00	1,270.00
Total	165,000.00	165,000.00
	Adjusted Allocation	165,000.00
	Remaining	0.00

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Budget Overview

Gibson Co Sp Dist (275) Public District - FY 2025 - Early Literacy PreK Teacher Stipends - Rev 0 - Early Literacy PreK Teacher Stipends

Filter by Location: All - \$10,000.00

[Show Unbudgeted Categories](#)

Account Number	73400 - Early Childhood Education	Total
Line Item Number		
189 - Other Salaries & Wages	10,000.00	10,000.00
Total	10,000.00	10,000.00
	Adjusted Allocation	10,000.00
	Remaining	0.00

Hinson, Rory

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Budget Overview

Gibson Co Sp Dist (275) Public District - FY 2026 - Preschool Access for All Network - Rev 0 - Preschool Access for All Network Cohort 5

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Account Number	71200 - Special Education Program	Total
<i>Line Item Number</i>		
429 - Instructional Supplies & Materials	8,500.00	8,500.00
499 - Other Supplies and Materials	8,500.00	8,500.00
725 - Special Education Equipment	3,000.00	3,000.00
Total	20,000.00	20,000.00
	Adjusted Allocation	20,000.00
	Remaining	0.00

Hinson, Rory

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Budget Overview

Gibson Co Sp Dist (275) Public District - FY 2026 - Out of School Time Career Pathways Grant - Rev 0 - Out of School Time Career Pathways Grant

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	Account Number	71300 - Vocational Education Program	Total
<i>Line Item Number</i>			
189 - Other Salaries & Wages		34,000.00	34,000.00
201 - Social Security		2,015.00	2,015.00
204 - State Retirement		3,420.00	3,420.00
212 - Employer Medicare		476.00	476.00
299 - Other Fringe Benefits		2,847.00	2,847.00
499 - Other Supplies and Materials		40,602.00	40,602.00
524 - In-Service / Staff Development		2,622.71	2,622.71
Total		85,982.71	85,982.71
		Adjusted Allocation	85,982.71
		Remaining	0.00

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	A	B	C	D	E	F
1	Monthly Work Order Recap					
2	Period: August 1 through August 31					
3						
4			Beginning of Month	New	Closed	End of Month
5	Technology	Assigned To:	Open Work Orders	Work Orders	Work Orders	Open Work Orders
6		Jamie Barr	22	43	59	6
7		Jacob King	13	85	93	5
8		Alisha Owens	4	146	145	5
9		Anthony Bogue	19	143	156	6
10						
11	Grand Totals		58	417	453	22
12						
13						
14			Beginning of Month	New	Closed	End of Month
15	Maintenance	Assigned To:	Open Work Orders	Work Orders	Work Orders	Open Work Orders
16		Travis Hendrix	4	40	44	0
17		Mark Robinson	0	1	0	1
18		Caleb Black	0	21	21	0
19		Ted Bauman	0	37	37	0
20		Brad Reynolds	0	46	46	0
21	Grand Totals		4	145	148	1
22						
23						
24	Notes:					
25	1. Assigned To: The person who was assigned the work order.					
26	2. Beginning of the Month Work Orders: The number of work orders open for the Assigned To for time frame selected.					
27	3. New Work Orders: New work orders received by the Assigned To during the time frame selected.					
28	4. Closed Work Orders: Closed work orders closed by the Assigned To during the time frame selected.					
29	5. End of Month Open Work Orders: Work orders still open for the Assigned To for the time frame selected.					

Gibson County Special School District
Board of Trustees
GCSSD Board of Trustees Regular Meeting
Gibson County High School Library
August 14, 2025

Members Present: Dr. Richard Addo, Mr. Scott Ball, Mr. Benny Boals, Mr. John Campbell II, Mr. Tom Lannom, Ms. Treva Maitland, Mr. Eddie Watkins.

PLEDGE OF ALLEGIANCE

Mr. Tom Lannom led the Pledge of Allegiance.

CALL TO ORDER

Mr. Tom Lannom called the meeting to order.

ROLL CALL

CONSENT AGENDA

A motion was made by Mr. Tom Lannom to approve the consent agenda, with a second by Mr. Benny Boals.
Motion passed.

Finance Reports
Funding Applications
Maintenance/Technology Reports
Minutes Approval
Overnight Field Trips
Policy Revisions - Second Readings

RECOGNITION

AP Students & Other Spring Awards

Mr. Eddie Pruett honored students who achieved perfect scores on their Advanced Placement (AP) exams.
Ms. Amber Harris, the principal of SGCHS, presented awards to the following students:

- Juliet Barker - Psychology
- Ryan Bayliss - Calculus AB
- Rayana Bhojanapalli - Calculus AB
- Jon Buck - Psychology
- Adeline Carter - Calculus AB
- William Hendren - Human Geography
- Holland Johnson - English Language and Composition, Psychology, United States History
- Ava Lisin - Psychology
- Lidiah Mahalati - Calculus AB
- Luke Martin - English Language and Composition, United States History
- Anthony McFadden - Human Geography
- Kylee Perry - Human Geography
- Clayton Pruett - Psychology
- Kyli Riggins - Psychology
- Landon Smith - Human Geography
- Aidan Swanger - Calculus AB, Human Geography
- Paxton Turner - English Language and Composition
- Elliott Vaughan - Human Geography
- Elizabeth Vaughn - Human Geography
- Eliana Wile - Calculus AB

Ms. Amanda Cary, the assistant principal at GCHS, presented awards to the following students:

- John "Jack" Carr - Calculus BC, Physics 1
- Joni Hill - Human Geography
- Maycee Hufstедler - United States Government and Politics

TN Teen Institute (TTI)

Ms. Amy Richardson, the Director of Coordinated School Health, along with students who participated in the Tennessee Teen Institute (TTI) summer camp, shared their experiences.

PUBLIC COMMENT

No public comment

REGULAR AGENDA

Opioid Abatement

Ms. Treva Maitland introduced Mr. Bradley Owens, who discussed the Opioid Abatement Council's initiatives in our gyms and their emphasis on early prevention.

Director's Evaluation

Mr. Eddie Pruett presented the Directors' Evaluation and asked the board to complete the form. Mr. Pruett spoke about our rankings of achievement across the state.

Policy Revisions

Mr. Eddie Pruett presented the Policy Revision.

5.110 Compensation Guides and Contracts - changes from all personnel to certified personnel require a written contract.

A motion was made by Mr. Tom Lannom to approve the policy revision, with a second by Mr. John Campbell II. *Motion passed.*

DIRECTOR'S REPORT

#GibsonCountyKind

Mr. Eddie Pruett introduced the #GibsonCountyKind initiative. Mr. Pruett talked about behavior standards and respectful communication, including:

- Using a respectful tone when interacting with others
- Maintaining positive and kind student-to-student, student-to-adult, and adult-to-adult interactions
- Respecting and protecting all people
- Using professional language when appropriate



Feasibility Study Update

Mr. Eddie Pruett provided an update on the Feasibility Study. He informed the Board that copies of the utilities, floor plans, and enrollment numbers had been distributed. Additionally, Lewis Group Architects will be visiting the school from September 29 to October 1.

ADJOURN

A motion was made by Mr. Tom Lannom to adjourn, with a second by Mr. John Campbell II. *Motion passed.*



Gibson County Special School District

Field Trip Request

School: GCHS Date of Request: 08/14/2025
 Teacher: JOSEPH AGEE Class: Band
 Number of Students Involved: 70 Cost Per Student: \$50
 Date of Trip: 10/31/2025 Alternate Date: _____
 Overnight Trip: YES Date of Return: 11/02/2025
 Number of Buses needed: 2 Is Handicap bus required? No
 Has the Transportation Supervisor been contacted? Yes
 Is Personal Vehicle being used? No
 Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? N/A
 Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 1 Teachers 3 Teacher Assists _____
 Parents 10+ Others _____
 Destination: Independence High School in Thompson Station
 Time of Departure: 4:00pm Time of Return: 5:00pm

Purpose of Trip:

To Compete for the state championship

Field Trip Activities:

perform for the state championship

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Todd Sheppard Date: 08/05/2025
 Supervisor: [Signature] Date: 08/18/2025
 Director of Schools: Eddie Pruett Date: 08/18/2025

ALL OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

Received by District Office Administrative Assistant LH

Version Creation Date: 05/22/2025 08:20:08



Gibson County Special School District

Field Trip Request

School: SGCHS Date of Request: 08/11/2025
 Teacher: Chelsea C Matamoros Class: Beta Club
 Number of Students Involved: 75~ Cost Per Student: \$250~
 Date of Trip: 11/20/2025 Alternate Date: _____
 Overnight Trip: YES Date of Return: 11/22/2025
 Number of Buses needed: 2 Is Handicap bus required? No
 Has the Transportation Supervisor been contacted? Yes
 Is Personal Vehicle being used? No
 Proof of vehicle liability insurance on file at School? N/A

Has the Cafeteria been contacted? Yes
 Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 0 Teachers 3 Teacher Assists _____
 Parents _____ Others 2
 Destination: Opryland Hotel & Convention Center- Nashville, Tennessee
 Time of Departure: 8:00 AM Time of Return: 3:00 PM

Purpose of Trip:

Tennessee State Beta Club Convention

Field Trip Activities:

Students will attending convention, compete, and fellowship with our Tennessee Betas. *Will email itenary.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Amber Harris Date: 08/11/2025
 Supervisor: [Signature] Date: 08/11/2025
 Director of Schools: Eddie Pruett Date: 08/13/2025

ALL OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

Received by District Office Administrative Assistant LH

Version Creation Date: 05/22/2025 08:20:08



Gibson County Special School District

Field Trip Request

School: SGCHS Date of Request: 08/16/2025
 Teacher: Cassie May Lewis Class: FFA
 Number of Students Involved: 8-10 Cost Per Student: \$125.00
 Date of Trip: 11/14/2025 Alternate Date: _____
 Overnight Trip: YES Date of Return: 11/15/2025
 Number of Buses needed: 0 Is Handicap bus required? No
 Has the Transportation Supervisor been contacted? No
 Is Personal Vehicle being used? No
 Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? No
 Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 1 Teacher Assists _____
 Parents _____ Others _____
 Destination: Doyle, TN
 Time of Departure: 11:00am Time of Return: 9:00pm

Purpose of Trip:

Cultivat and Emerge Conference

Field Trip Activities:

To grow leaders in our FFA Chapter

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: *Amber Harris* Date: 08/18/2025
 Supervisor: *[Signature]* Date: 08/18/2025
 Director of Schools: *Eddie Pruett* Date: 08/18/2025

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Received by District Office Administrative Assistant *LH*

Version Creation Date: 05/22/2025 08:20:08



Gibson County Special School District

Field Trip Request

School: SGCHS Date of Request: 08/07/2025
 Teacher: Morgan Suzanne Shaw Class: Theatre
 Number of Students Involved: 40-50 Cost Per Student: \$130-\$150
 Date of Trip: 01/16/2026 Alternate Date: _____
 Overnight Trip: YES Date of Return: 01/17/2026
 Number of Buses needed: 1 Is Handicap bus required? No
 Has the Transportation Supervisor been contacted? No
 Is Personal Vehicle being used? No
 Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? N/A
 Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators _____ Teachers 4 Teacher Assists _____
 Parents _____ Others 1
 Destination: Middle Tennessee State University
 Time of Departure: 9:30am Time of Return: 11:30pm

Purpose of Trip:

Students will travel to MTSU for the Tennessee Theatre Conference (Thescon 2026). Here they will have the opportunity to participate in a variety of theatrical clinics with instructors from all over the United States.

Field Trip Activities:

Agenda has been emailed to Admin and Director of Schools

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: *Amber Harris* Date: 08/12/2025
 Supervisor: *[Signature]* Date: 08/14/2025
 Director of Schools: *Eddie Pruett* Date: 08/18/2025

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Version Creation Date: 05/22/2025 08:20:08



Gibson County Special School District

Field Trip Request

School: SGCMS Date of Request: 08/27/2025
 Teacher: Callie Jean Patton Class: Beta Club
 Number of Students Involved: 50-75 Cost Per Student: \$350 with
 Date of Trip: 11/23/2025 Alternate Date: _____ fundraising
 Overnight Trip: YES Date of Return: 11/25/2025 opportunities
 Number of Buses needed: 1 Is Handicap bus required? No
 Has the Transportation Supervisor been contacted? Yes
 Is Personal Vehicle being used? Yes
 Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
 Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 0 Teachers 3 Teacher Assists _____
 Parents 5-10 Others _____
 Destination: Opryland Hotel and Convention Center - Nashville, TN
 Time of Departure: 8:00 am Time of Return: 4:30 pm

Purpose of Trip:

To attend the State Junior Beta Club Convention

Field Trip Activities:

Students will compete against other students in the state in academic and the arts. They will also attend general sessions for National Beta Club at the state level.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Cory L Collins Date: 09/02/2025
 Supervisor: Michelle Goad Date: 09/02/2025
 Director of Schools: Eddie Pruett Date: 09/02/2025

ALL OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

Received by District Office Administrative Assistant LH

Version Creation Date: 05/22/2025 08:20:08



Gibson County Special School District

Field Trip Request

School: SGCMS Date of Request: 08/06/2025
 Teacher: Callie Jean Patton Class: Beta
 Number of Students Involved: 12 Cost Per Student: \$120
 Date of Trip: 09/24/2025 Alternate Date: _____
 Overnight Trip: YES Date of Return: 09/25/2025
 Number of Buses needed: 0 Is Handicap bus required? No
 Has the Transportation Supervisor been contacted? N/A
 Is Personal Vehicle being used? Yes
 Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? Yes
 Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 0 Teachers 2 Teacher Assists 0
 Parents 1-2 Others _____
 Destination: Cape Girardeau, MO
 Time of Departure: 6:50 AM Time of Return: 3:30 PM

Purpose of Trip:

Leadership Training and Academic Competitions

Field Trip Activities:

Leadership training, project proposal project to better the community, STEM competitions, Team building activities, and interviews for leadership positions.

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: *Cory L Collins* Date: 08/06/2025
 Supervisor: *Michelle Goad* Date: 08/06/2025
 Director of Schools: *Eddie Pruett* Date: 08/19/2025

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Received by District Office Administrative Assistant *LH*

Version Creation Date: 05/22/2025 08:20:08



Field Trip Request

School: Yorkville Date of Request: 09/02/2025
Teacher: Sharon Sewell Class: Eighth
Number of Students Involved: 18 Cost Per Student: 0
Date of Trip: 05/11/2026 Alternate Date: 05/12/2026
Overnight Trip: YES Date of Return: 05/12/2025
Number of Buses needed: 1 Is Handicap bus required? No
Has the Transportation Supervisor been contacted? Yes
Is Personal Vehicle being used? No
Proof of vehicle liability insurance on file at School? N/A

Has the Cafeteria been contacted? N/A
Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators Teachers 2 Teacher Assists
Parents 2 Others
Destination: Nashville, TN
Time of Departure: 5:30 a.m. Time of Return: 7:00 p.m.

Purpose of Trip:

Annual 8th Grade Trip to Nashville

Field Trip Activities:

Tennessee State Capitol, The Hermitage, Ziplining

EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP.

Approval Signatures:

Principal: Sharon Sewell Date: 09/02/2025
Supervisor: Michelle Goad Date: 09/02/2025
Director of Schools: Eddie Pruett Date: 09/03/2025

ALL OVERNIGHT FIELD TRIPS REQUIRE AN AGENDA TO BE EMAILED TO THE DIRECTOR OF SCHOOLS. OVERNIGHT FIELD TRIPS MUST BE BOARD APPROVED. FIELD TRIP REQUESTS MUST BE IN THE DISTRICT OFFICE BY THE FIRST DAY OF THE MONTH TO BE PLACED ON THE CONSENT AGENDA. REGULAR SCHOOL BOARD MEETINGS ARE TYPICALLY THE SECOND THURSDAY OF EACH MONTH.

Received by District Office Administrative Assistant LH

Version Creation Date: 05/22/2025 08:20:08



Gibson County Special School District

Field Trip Request

School: GCHS Date of Request: 08/14/2025
 Teacher: JOSEPH AGEE Class: Band
 Number of Students Involved: 70 Cost Per Student: \$50
 Date of Trip: 10/04/2025 Alternate Date: _____
 Overnight Trip: YES Date of Return: 10/05/2025
 Number of Buses needed: 2 Is Handicap bus required? No
 Has the Transportation Supervisor been contacted? Yes
 Is Personal Vehicle being used? No
 Proof of vehicle liability insurance on file at School? Yes

Has the Cafeteria been contacted? N/A
 Has School Nurse been notified of Field Trip? Yes

Total Number of Chaperones: Administrators 1 Teachers 3 Teacher Assists _____
 Parents 10+ Others _____
 Destination: UT Chattanooga
 Time of Departure: 4:00am Time of Return: 2:00pm

Purpose of Trip:

To compete in Bands of America Regional

Field Trip Activities:

To perform for BoA Regional

***EMAIL LESSON PLANS TO ALL AUTHORIZED APPROVERS FOR FOLLOW-UP. ***

Approval Signatures:

Principal: Todd Sheppard Date: 08/15/2025
 Supervisor: [Signature] Date: 08/18/2025
 Director of Schools: Eddie Pruett Date: 08/18/2025

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Received by District Office Administrative Assistant LH

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Gibson County Board of Education

Monitoring: Review: Annually, in February Review: Annually, in January	Descriptor Term: Compensation Guides & Contracts	Descriptor Code: 5.110	Issued Date: 07/10/25
		Rescinds: 5.110	Issued: 06/13/96

1 AllGeneral

2 **Certified personnel must shall** make a written contract **with the Board of Trustees** **at a fixed salary per**
3 **month before entering upon their duties.**¹

4 The ~~director~~ **Director** of ~~schools~~ **Schools** shall establish the salary rating of each person employed and
5 shall recommend such salary rating to the Board for its approval.²

6 Salaries of all employees, including substitute and supplemental pay, shall be paid by the Board. No
7 payment to any employee for service performed on behalf of the school system shall be made from any
8 source other than the Board.^{1,4}

9 Contracts for administrators and system-wide professional personnel shall include two-hundred (200)
10 days of responsibility, plus twenty (20) days for each additional month assigned by the Board. Each
11 contract shall provide:³

- 12 1. A minimum of one hundred and eighty (180) working days;
- 13 2. A minimum of five (5) days for in-service education;
- 14 3. Ten (10) vacation days; and
- 15 4. Five (5) days as designated by the Board. (Teachers shall use one (1) day for parent-teacher
16 conferences.)

17
18
19
20 The school calendar adopted by the Board each year shall become part of each employee's contract.

21 Salaries and supplements may be paid from revenue derived from sources other than taxes, provided the
22 revenue is deposited with and salaries paid through the Board. This includes donations or contributions
23 from individual, civic, or other non-school related sources of funds from individual school activity funds,
24 such as gate receipts and concessions.^{1,4}

1 **ACCRUED LEAVE & BENEFICIARIES⁵**

2 **Include the provision below if the Board opts to compensate the estate of a deceased teacher for**
 3 **accrued leave.**

4 A deceased teacher's estate or designated beneficiary shall be paid the value of any unused
 5 accumulated leave. Unless a teacher designates differently, the beneficiary shall be the same as the
 6 beneficiary designed for receipt of retirement benefits with the Tennessee Consolidated Retirement
 7 System.

Legal References

1. [TCA 49-2-203\(a\)\(1\); TCA 49-5-408](#)
2. [TCA 49-5-402](#)
3. [TCA 49-6-3004](#)
4. [TCA 49-6-2006\(a\)](#)
5. [Public Acts of 2025, Chapter No. 433](#)

Cross References

School Calendar 1.800
 Revenues 2.400
 Payroll 2.802
 Application and Employment 5.106

School Board Member Commitment of Office

52

Board Chairman(Tom Lannom): Do you solemnly swear that you will uphold the Constitution and statutes of the United States and of the State of Tennessee and that as a school board member of **Gibson County Special School District** that you will faithfully execute the office to which you have been elected.

School Board Member(Eddie Watkins):I will.

Board Chairman(Tom Lannom):By the authority vested in me from the citizens of **Gibson County**, I declare Eddie Watkins to be duly elected. Please join me in a round of applause and congratulation.

{Once the school board member has been sworn in, the member should read and sign the below oath of office.}

School Board Member(Eddie Watkins): As an elected member of the Gibson County Special School District Board of Education, I accept the high honor and trust that has been placed in me to ensure that the children of this district receive the best education available anywhere in the United States of America. In accepting this position, I hold the pursuit of that goal as my sacred duty. To that end, I hereby swear that I will:

- Place the interests of children above all others in every decision that I make;
- Uphold all applicable federal and state laws and regulations;
- Abide by the policies of the Board, and work with my fellow Board members to change those policies as needed to improve student learning;
- Maintain board focus on the achievement of all students regardless of race, class, ethnicity, or gender; Not use my position for personal or partisan gain;
- Model continuous learning in my role as a member of the governance team;
- Maintain a strategic plan for the district that clearly defines success and accountability for the board, the staff, and our students;
- Focus on the policy work of the Board and monitor progress on the indicators of success in our strategic plan, leaving the day to day operation of the district to the superintendent and staff;
- Base my decisions upon available facts, vote my convictions, avoid bias, and uphold and support the decisions of the majority of the board once a decision is made;
- Work to build trust between and among board members and the superintendent by treating everyone with dignity and respect, even in times of disagreement;
- Maintain the confidentiality of privileged information including that shared in executive sessions of the board;
- Recognize that authority rests only with majority decisions of the board and will make no independent commitments or take any independent actions that may compromise the board as a whole;
- Refer constituent complaints and concerns to the appropriate person within the district chain of command; and
- Respect the leadership roles of the board chairman and superintendent.

I will maintain fidelity to these commitments and will be held accountable by my fellow board members should I fail to live up to this oath. So help me, God.

This oath of office has been sworn to on this, the _ day of _____, 20_.

Eddie Watkins
School Board Member

Witness

School Board Member Commitment of Office

53

Board Chairman(Tom Lannom): Do you solemnly swear that you will uphold the Constitution and statutes of the United States and of the State of Tennessee and that as a school board member of **Gibson County Special School District** that you will faithfully execute the office to which you have been elected.

School Board Member(Benny Boals):I will.

Board Chairman(Tom Lannom):By the authority vested in me from the citizens of **Gibson County**, I declare Benny Boals to be duly elected. Please join me in a round of applause and congratulation.

{Once the school board member has been sworn in, the member should read and sign the below oath of office.}

School Board Member(Benny Boals): As an elected member of the Gibson County Special School District Board of Education, I accept the high honor and trust that has been placed in me to ensure that the children of this district receive the best education available anywhere in the United States of America. In accepting this position, I hold the pursuit of that goal as my sacred duty. To that end, I hereby swear that I will:

- Place the interests of children above all others in every decision that I make;
- Uphold all applicable federal and state laws and regulations;
- Abide by the policies of the Board, and work with my fellow Board members to change those policies as needed to improve student learning;
- Maintain board focus on the achievement of all students regardless of race, class, ethnicity, or gender; Not use my position for personal or partisan gain;
- Model continuous learning in my role as a member of the governance team;
- Maintain a strategic plan for the district that clearly defines success and accountability for the board, the staff, and our students;
- Focus on the policy work of the Board and monitor progress on the indicators of success in our strategic plan, leaving the day to day operation of the district to the superintendent and staff;
- Base my decisions upon available facts, vote my convictions, avoid bias, and uphold and support the decisions of the majority of the board once a decision is made;
- Work to build trust between and among board members and the superintendent by treating everyone with dignity and respect, even in times of disagreement;
- Maintain the confidentiality of privileged information including that shared in executive sessions of the board;
- Recognize that authority rests only with majority decisions of the board and will make no independent commitments or take any independent actions that may compromise the board as a whole;
- Refer constituent complaints and concerns to the appropriate person within the district chain of command; and
- Respect the leadership roles of the board chairman and superintendent.

I will maintain fidelity to these commitments and will be held accountable by my fellow board members should I fail to live up to this oath. So help me, God.

This oath of office has been sworn to on this, the _ day of _____, 20_.

Benny Boals
School Board Member

Witness

**RESOLUTION REQUESTING THE GENERAL ASSEMBLY TO AMEND TENNESSEE
CODE ANNOTATED § 49-2-203 TO PERMIT ELECTRONIC PARTICIPATION FOR
FAMILY VISITS ABROAD**

WHEREAS, the Gibson County Special School District Board of Trustees is charged with governing the school system so that all students receive the best educational opportunities in order to graduate prepared to enter a postsecondary institution or the workforce; and

WHEREAS, Tennessee Code Annotated § 49-2-203(c) currently authorizes limited circumstances under which school board members may participate electronically in scheduled board meetings, including work obligations, illness, inclement weather, family emergencies, and military service; and

WHEREAS, current law has no provision allowing a board member to participate electronically when traveling abroad for the purpose of visiting family members; and

WHEREAS, due to the professional work schedules of some board members, they are often limited to narrow windows of time when they are able to travel abroad to visit those family members; and

WHEREAS, these limited travel opportunities sometimes conflict with board meetings; and

WHEREAS, the State of Tennessee has already recognized the value of limited electronic participation by board members under certain defined circumstances;

NOW, THEREFORE, BE IT RESOLVED, that the Gibson County Special School District Board of Trustees respectfully requests that the Tennessee General Assembly amend Tennessee Code Annotated § 49-2-203(c) to add a new provision authorizing a school board member to participate electronically when the member is traveling abroad to visit family, subject to the same quorum, notice, and all other statutory requirements applicable to electronic participation.

View results

Respondent

1 Jack Ball

15:41

Time to complete

1. Name *

Jack Ball

2. School *

- Gibson County High School
- South Gibson County High School

3. Grade Level *

- 11th
- 12th

4. Email address *

ballj1@gcssd.org

I strive to make a difference in my school and in the lives of students who go there. From watching board meetings, I want to be a part of the group who makes decisions to better our school system. Additionally, serving on the board who allow me to act a conduit for the voices of students who make not feel brave enough to speak on their own.

56

6. What skills and experiences do you have that would make you a good school board member? *

I am involved in various organizations such as Student Council, Youth Advisory Council, Beta, and GC Youth Leadership. Each have given me understanding of not only being a leader but also being a public servant. My goals are to give back to the community which is key to growing students into a prosperous education.

7. How would you ensure that student voices are heard and represented in board decisions? *

If I am chosen, I plan to meet with each class and discuss with students their ideas and wants for our schools. My role is simply to act as a bridge between those I represent and the board. Thus, hearing their innovative ideas is my main objective to ensure success in the position.

8. What changes would you like to see in our school district and how would you propose making those changes? *

My desires for the district would be to work with the board and across schools to share educational resources. Hopefully, we can meet with educators and students alike to determine how we can change current schedules and policies to make way for more versatile education. While I understand the challenges may present themselves, I believe no task is to small or to great to overcome in the consideration of providing more for students.


9. How would you handle situations where you disagree with other board members or the administration? *

As in every professional relationship, there are disagreements. However, maintaining a calm, respective tone is key to establishing positive interactions. The goal of every conversation should be to end either compromise and achieve the best, most effective outcome for both parties.

10. Please upload your current resume *

11. Please upload your school transcript *

57

 [Transcript Jack Ball Jack Ball.pdf](#)

12. Will you be able to dedicate at least one night per month, usually Tuesday or Thursdays, for school board meetings? *

Yes

No

Maybe

View results

Respondent

2

Ethan Scherer

03:30

Time to complete

1. Name *

Isaac Scherer

2. School *

- Gibson County High School
- South Gibson County High School

3. Grade Level *

- 11th
- 12th

4. Email address *

isaacscherer09@icloud.com

I am interested in participating on the board because I am dedicated to promoting the growth and progress of our school atmosphere and ensuring that our students continue to thrive in a healthy environment. 59

6. What skills and experiences do you have that would make you a good school board member? *

Being part of various sports teams and clubs has taught me the importance of team dynamics, listening, observing, and representing others' perspectives in order to work together towards common goals. Genuine leadership is about service and responsibility, not solely authority.

7. How would you ensure that student voices are heard and represented in board decisions? *

I would ensure that student voices are heard and represented in board decisions by creating opportunities for their opinions and perspectives. This could be established by creating regular meetings with student representatives, surveys, or forums where students can share their experiences and concerns. I believe it's essential to listen actively, consider their feedback seriously, and communicate how their perceptions influences decisions.

8. What changes would you like to see in our school district and how would you propose making those changes? *

I would like to see additional growth in student support services and family engagement throughout our district. To make these changes, I would begin by listening to students, parents, teachers, and staff to understand their needs and priorities. Then, I would work with administration and staff to strengthen methods of communication.

9. How would you handle situations where you disagree with other board members or the administration? *


If I disagree with other board members or the administration, I would approach the situation with respect and a willingness to listen. I believe it's important to understand different perspectives and have open, honest discussions. Even when we disagree, we should stay focused on what's best for students and the school community.

10. Please upload your current resume *

 [IMG_1840 Ethan Scherer.jpeg](#)

11. Please upload your school transcript *

60

 [IMG_1841_Ethan_Scherer.png](#)

12. Will you be able to dedicate at least one night per month, usually Tuesday or Thursdays, for school board meetings? *

Yes

No

Maybe



Radius Group, LLC
3050 College St
Milan, TN
38358, US
(731) 238-3194

Prepared By:
Tony Hernandez
(731) 414-0422
thernandez@radiusgroupptn.com

Project: **South Gibson County High School**

Scope of Work

Radius Group will;

1. Remove old 20 ton rooftop gas package unit M# YCD241C4LRCB850100126D.
2. Provide crane to remove old unit and set new unit.
3. Provide and set new Trane unit equal to above model number minus economizer and dehumidification options.
4. Reconnect existing power and control wiring.
5. Connect gas line.
6. Provide and install manual fresh air damper and new thermostat.
7. Hail guards included with new unit.
8. Dispose of old unit per EPA guidelines.
9. Start up of new unit.

* Tax not applied to part or subcomponent

Included (+)

1. Regular Time (M-F 7AM-3:30PM)
2. Rentals
3. Sales Tax

Excluded (-)

1. Hazardous material identification, testing, abatement, or disposal of undisclosed site conditions.



Excluded (-)

- 2. Overtime

Notes

WARRANTY – Contractor will warrant all products and workmanship for a period of one year.

Contractors License # 67297

Expiration Date: November 30, 2025

\$3,000,000.00; CMC-A; CMC-C; Mu-A; MU-A.1; MU-A.2; Mu-A.3; MU-A.4; S-Medical Gas

This quotation remains firm for (30) calendar days.

Radius Group, in submitting this bid, reserves the right to perform a final review of, and request revisions to, the contract for the subject project. This bid is subject to that final review of the contract and agreement on any revisions of the contract terms requested by Radius Group.

Thank you for your consideration. Please contact us if you have any questions regarding this proposal.

Summary

Subtotal \$48,690.00

\$48,690

Accepted By

Date

.....

.....

ESTIMATE



530 NORTH POPLAR ST.
KENTON TN. 38233
TEL: 731-749-0365
FAX: 731-749-0013

TO: Gibson County Schools

JOB:

Replace 20ton gas package unit **SGCHS**

ESTIMATED BY:

PRICE GOOD THROUGH

START DATE


TERMS:

CHECK IF JOB DESCRIPTION ON SEPARATE SHEET

Remove and dispose of existing Trane 20ton gas package unit
Install new Trane 20ton gas package unit.
Rework all electric and gas lines to hook up to new unit.
Provide and install manual fresh air damper.
Crane rental included.

	<u>COST</u>
Total cost	33,000.00
TOTAL ESTIMATED JOB COST	33,000.00

THIS ESTIMATE IS FOR COMPLETING THE JOB AS DESCRIBED ABOVE. IT IS BASED ON OUR EVALUATION AND DOES NOT INCLUDE MATERIAL PRICE INCREASES OR CHANGES MADE BY THE OWNER.

Kyle Agee, owner


CUSTOMER

(PLEASE SIGN AND RETURN)

Allied Service Group

46 N. Conalco Dr.
 Jackson, TN 38301
 Phone: 731.736.2662
 Fax: 731.300.7126
 www.myalliedservice.com

ESTIMATE

Estimate #: 7764 64
 Estimate Date: 8/29/2025
 Estimate Exp: 9/21/2025
 Sales Rep: Chris Duck

PREPARED FOR
Gibson County Special School District 130 Trenton Highway Dyer, TN 38330

SERVICE SITE
South Gibson County High School 1000 Hornet Dr Medina, TN 38355

PROPOSAL ITEMS			
Description	QTY	Unit Price	Amount
Miscellaneous materials used for installation	1.0	\$125.00	\$125.00
Trane 20 ton package unit 460V 3Phase	1.0	\$29,867.05	\$29,867.05
Electrical retrofit	1.0	\$385.00	\$385.00
Labor	6.0	\$115.00	\$690.00
Labor: Tech Assist	6.0	\$85.00	\$510.00
Labor: Tech Assist	4.0	\$85.00	\$340.00
Crane W/ Operator	1.0	\$1,500.00	\$1,500.00
OUTSIDE AIR DAMPER	1.0	\$920.00	\$920.00
Subtotal			\$34,337.05
Amount Taxable			\$0.00
Tax 0.0000%			\$0.00
Total			\$34,337.05

Scope of Work

Need an estimate to replace library RTU

Estimate Terms & Conditions

ESTIMATE TO REPLACE 20-TON ROOFTOP PACKAGE UNIT OVER LIBRARY

Estimate Includes:

- Removal and replacement of existing 20 ton rooftop unit
- Crane Service
- Electrical Materials
- Gas Fittings / Materials
- Start-up and test

McCoy's

Plumbing, Heating & Air, Inc.

138 Mill Masters Drive
Jackson, TN 38305
(731)668-7492 or fax (731)668-4918
airmccoy.com

65

August 29, 2025

Attn: Facilities / Maintenance

Facility: South Gibson HS
Medina, TN

Project: 20 ton Band Room
RTU Replacement

Proposal #: LL-004-082925

We are pleased to offer the following proposal per site assessment, scope info. provided and sound industry engineering practices, with all details, labor, materials and equipment required for provision and installation of:

- (1) new Trane (4 week lead time) 20 ton replacement gas packaged RTU per attached submittal details including crane, disposal of old units, connection to existing primary power, condensate (spilled at roof), and thermostat wiring. Includes startup, one-year full warranty and standard mfg. parts warranties.
- This submitted unit is equal to the original specification / selection by the engineer of record with all accessories. Alternate selection offered below for deduct that just has economizer.

Total proposal for these services..... \$56,805.00

Alternate Trane system not equal to original specification equipment.....(-)\$ 8,450.00

Qualifications

- Weekday, standard labor as proposed.

We appreciate the opportunity to propose these services for Gibson County Schools. Contact us with any questions you have or when we may be of further assistance.

Best regards,

Lane Lewis
Project Manager

McCoy's Plumbing, Heating & Air, Inc.
TN License #00040321
CMC-C; A Unlimited
Exp. 7/31/27

This transmittal, and any attachments, may contain confidential and/or privileged information which is the property of McCoy's Heating & Air Conditioning, Inc. and is for the sole use of the intended recipient. If it is not clear that you are the intended recipient, you are hereby notified that you have received this transmittal in error. Your use, forwarding, printing, storing, disseminating, distribution, or copying of this transmittal is strictly prohibited. If you suspect that you have received this transmittal in error, please contact the sender immediately and delete this transmission and any attachments.

ELA 3-8th Overview

Rank	System Name	% M/Ex
1	University Schools	74.1
2	Arlington	69.8
3	Collierville	69.2
4	Germantown	69
5	Williamson County	68
6	Alamo	64.4
7	Lakeland	63.8
8	Maryville	63.6
9	Johnson City	59.1
10	Clinton	56.9
11	Franklin SSD	56.6
12	Newport	51.7
13	Wilson County	51.6
14	Gibson Co Sp Dist	49.7

English I

Rank	System Name	% M/Ex
1	Williamson County	71.2
2	Collierville	70
3	Germantown	67.5
4	Maryville	65.8
5	Arlington	62.7
6	University Schools	62.1
7	Lakeland	61.2
8	Johnson City	58.5
9	Alcoa	57
10	Elizabethton	54.7
11	Jefferson County	52.3
12	Lenoir City	50.6
13	Gibson Co Sp Dist	50.5

English II

Rank	System Name
1	University Schools
2	Williamson County
3	Germantown
4	Arlington
5	Collierville
6	Maryville
7	Johnson City
8	Greeneville
9	Lakeland
10	Gibson Co Sp Dist

Math 3-8th Overview**Algebra I**

% M/Ex	Rank	System Name	% M/Ex	Rank	System Name	% M/Ex	Rank
88.8	1	Germantown	76.3	1	Collierville	66.3	1
83.1	2	Williamson County	74.6	2	Johnson City	63.6	2
82.3	3	Collierville	73.5	3	Williamson County	58.5	3
79.3	4	Arlington	72.8	4	Trousdale County	53.3	4
79.2	5	Maryville	70.8	5	Maryville	52.4	5
77.9	6	Alamo	67.6	6	Germantown	50.1	6
74.3	7	University Schools	67.6	7	Alcoa	49	7
74	8	Lakeland	66.4	8	Elizabethton	48.9	8
74	9	Johnson City	63.7	9	Lakeland	48.1	9
70.3	10	Wilson County	60.3	10	Arlington	45.1	10
	11	Franklin SSD	59.9	11	Oak Ridge	44.9	11
	12	Gibson Co Sp Dist	59.4	12	University Schools	42.4	12
				13	Dyersburg	42	13
				14	Sumner County	41	14
				15	Gibson Co Sp Dist	40.2	15

Geometry

System Name	% M/Ex
Collierville	71.9
Williamson County	71.3
Maryville	67.6
University Schools	64.8
Germantown	61.4
Kingsport	59.8
Johnson City	58.9
Arlington	56.1
Union City	55.7
Lakeland	52.8
Henderson County	52.2
Benton County	51.3
Van Buren County	50
Gibson Co Sp Dist	49.3

Algebra II

Rank	System Name	% M/Ex
1	Williamson County	71.4
2	Maryville	67.1
3	Collierville	64.7
4	Union City	63.6
5	Lakeland	61.8
6	University Schools	61
7	Germantown	59.5
8	Alcoa	59.3
9	Trousdale County	58.1
10	Kingsport	57.8
11	Johnson City	57.8
12	Gibson Co Sp Dist	56.5

Science 3-8th Overview

Rank	System Name
1	University Schools
2	Arlington
3	Lakeland
4	Williamson County
5	Maryville
6	Germantown
7	Collierville
8	Johnson City
9	Franklin SSD
10	Wilson County
11	Gibson Co Sp Dist

Biology I			
% M/Ex	Rank	System Name	% M/Ex
78.8	1	Maryville	79.4
77.7	2	Collierville	76.1
76.6	3	Williamson County	74.5
76.6	4	Johnson City	69.9
75.8	5	Arlington	66.8
75.8	6	University Schools	64
75.3	7	Kingsport	62.4
68.6	8	Union City	61.9
65.6	9	Oak Ridge	61.8
64.3	10	Germantown	61.2
62.2	11	Trousdale County	60.9
	12	Hollow Rock - Bruceton	60
	13	Henderson County	60
	14	White County	59.6
	15	Pickett County	59.1
	16	Lakeland	59.1
	17	Fentress County	58.5
	18	Crockett County	58.2
	19	Alcoa	57.7
	20	Dyer County	57.6
	21	Dickson County	57.1
	22	Sequatchie County	57
	23	Milan	56.8
	24	Gibson Co Sp Dist	56.3

Social Studies 6-8th Overview			
Rank	System Name	% M/Ex	Rank
1	Williamson County	81.6	1
2	University Schools	81.1	2
3	Collierville	79.6	3
4	Lakeland	77.2	4
5	Maryville	76.7	5
6	Clinton	75	
7	Arlington	74.1	
8	Johnson City	71.1	
9	Wilson County	71	
10	Newport	70.1	
11	Gibson Co Sp Dist	69.9	

US History

System Name	% M/Ex
Williamson County	67.1
Arlington	64.3
Oak Ridge	62.5
Chester County	62.3
Gibson Co Sp Dist	61.8

District Number	District Name	System-Wide: Composite	System-Wide: Literacy
275	Gibson Co Sp Dist	5	5

TCAP (Grades 4-8)/EOC: System-Wide: Literacy

5

TCAP (Grades 4-8)/EOC: System-Wide: Numeracy

3

78

Pruett Evaluation

1 2 3 4 5 6 7

Board Relationship

Keeps all board members informed on issues, needs and operation of the school system.

5 3 5 5 5 5 2

Maintains a positive and productive relationship with the board.

5 3 5 5 4 5 3

Advises the board on need for new or revised policies.

5 5 5 5 4 4 4

Interprets and executes the intent of board policy.

5 4 5 5 4 4 3

Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.

4 4 5 5 4 5 3

Seeks and accepts constructive criticism of his/her work.

5 3 4 4 4 4 2

Keeps board informed of employment, promotion, and dismissal of personnel.

5 4 5 5 4 4 3

Community Relationship

Is an effective spokesman for the school system.

5 4 5 5 4 5 4

Develops cooperative relationships with the news media.

5 3 5 5 3 4 4

Participates actively in community life and affairs.

5 3 4 5 4 4 3

Staff and Personnel Relationships

Oversees a comprehensive human resources program (recruitment, retention, staffing organization, compensation and benefits, staff recognition and support) tied to defined system goals.

5 2 5 5 3 5 3

Develops and executes sound personnel procedures and practices.

5 2 5 5 4 5 2

Develops good staff morale and loyalty to the organization.

5 2 4 5 4 4 2

Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.

4 2 4 5 4 5 1

Recruits and assigns the best available personnel.	5	2	4	5	4	4	3
Ensures that adequate planning and evaluation of curriculum and instruction occurs.	5	4	5	5	4	4	4
Develops and empowers staff, resulting in an effective educational team.	5	3	4	5	4	4	3

Has vision and communicates a mission for the school system. 5 3 4 5 4 5 4

Educational Leadership

Maintains a sound philosophy of educational needs of all pupils. 5 4 5 5 5 4 3

Understands and keeps informed regarding all aspects of the instructional program of the district and individual schools 5 3 4 5 5 4 4

Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. 5 3 4 5 4 5 4

Promotes academic rigor and excellence for students. 5 4 4 5 4 5 3

Oversees a program of staff development to improve district performance. 5 3 4 5 4 5 4

Organizes a planned program of staff evaluation and improvement. 5 3 4 5 3 5 4

Business and finance

Has an understanding of the needs of the school program, facilities, equipment, supplies and the budget required. 5 4 4 5 4 5 3

Supervises operations, insisting on competent and efficient performance. 5 4 4 5 4 4 3

Ensures that funds are spent wisely, and adequate control and accounting are maintained. 5 4 5 5 4 5 4

Provides accurate and timely reports to the board on the financial condition of the school system. 5 4 5 5 4 5 4

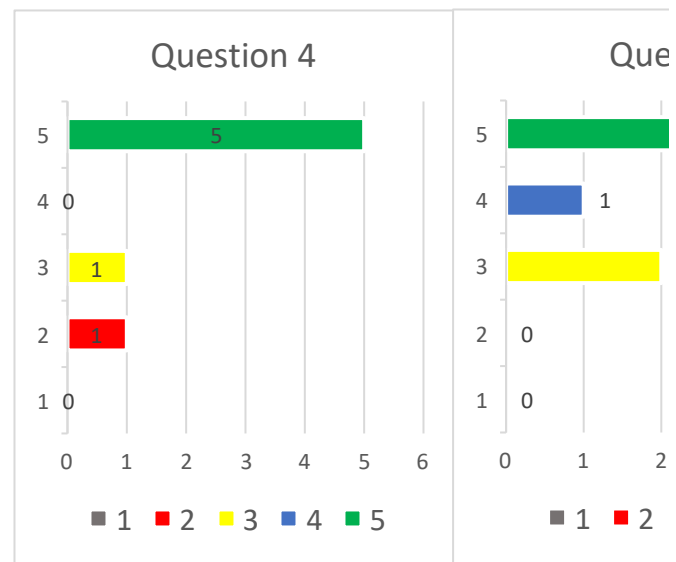
On a scale of 1-5, what would you rate my overall performance as Director of Schools? What would I need to do in order to achieve a score of 5?

	5	3	4	4	4	5	3
	5						
Average Score	4.93	3.29	4.50	4.93	4.00	4.55	3.17

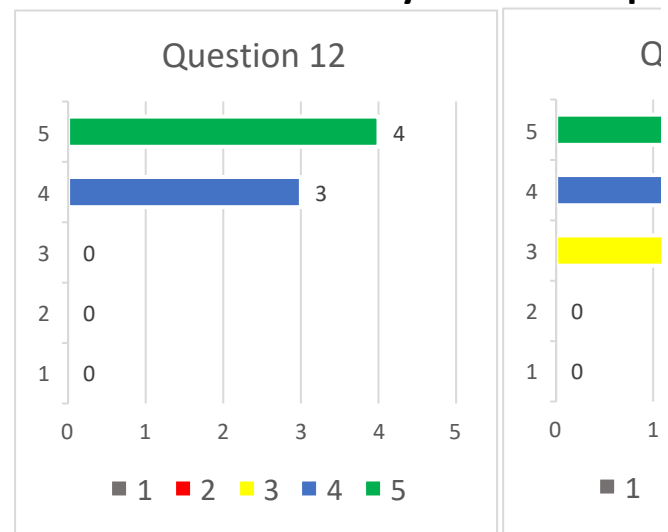
	Overall Average 19/20	Overall Average 18/19	Overall Average 17/18	Overall Average 16/17	Overall Average 15/16	Overall Average 14/15	Overall Average 13/14
Board Relationship	4.21	4.47	4.32	4.48	4.21	4.27	3.5
Community Relationship	4.19	4.00	4.22	4.44	4.29	4.12	3.7
Staff and Personnel Relationships	3.89	3.90	3.94	4.26	4.03	3.81	3.05
Educational Leadership	4.33	4.54	4.66	4.46	4.41	4.26	4
Business and finance	4.21	4.14	4.27	4.28	4.36	4.11	4.15
Total Average	4.15	4.22	4.26	4.38	4.23	4.10	3.68

	Overall Average 20/21	Overall Average 21/22	Overall Average 22/23	Overall Average 23/24	Overall Average 24/25
Board Relationship	4.49	4.51	4.55	4.71	4.24
Community Relationship	4.14	4.29	4.33	4.52	4.24
Staff and Personnel Relationships	4.20	4.34	4.32	4.39	3.98
Educational Leadership	4.36	4.43	4.60	4.62	4.29
Business and finance	4.29	4.50	4.61	4.57	4.39
Total Average	4.31	4.42	4.48	4.56	4.20

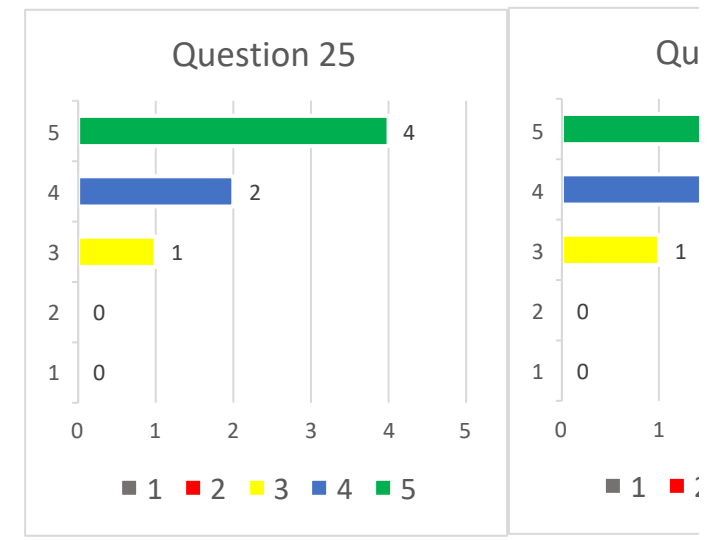
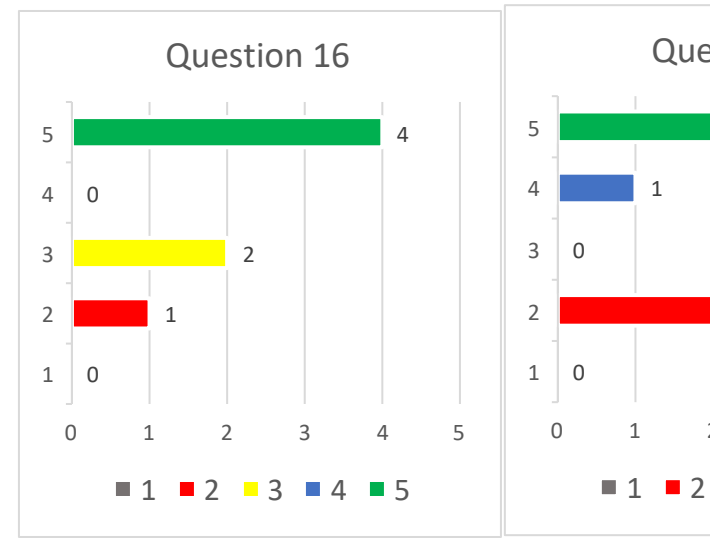
Average Score	# of 1's	# of 2's	# of 3's	# of 4's	# of 5's	Total #
4.29	0	1	1	0	5	7
4.29	0	0	2	1	4	7
4.57	0	0	0	3	4	7
4.29	0	0	1	3	3	7
4.29	0	0	1	3	3	7
3.71	0	1	1	4	1	7
4.29	0	0	1	3	3	7
4.57	0	0	0	3	4	7
4.14	0	0	2	2	3	7
4.00	0	0	2	3	2	7
4.00	0	1	2	0	4	7
4.00	0	2	0	1	4	7
3.71	0	2	0	3	2	7
3.57	1	1	0	3	2	7



Community Relationship



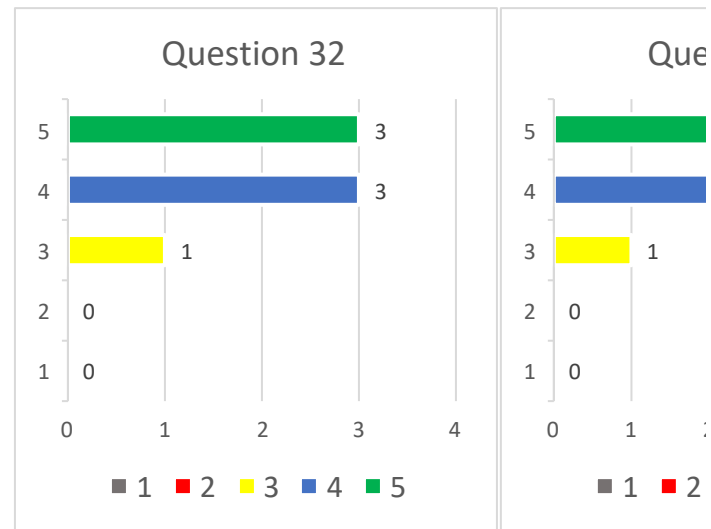
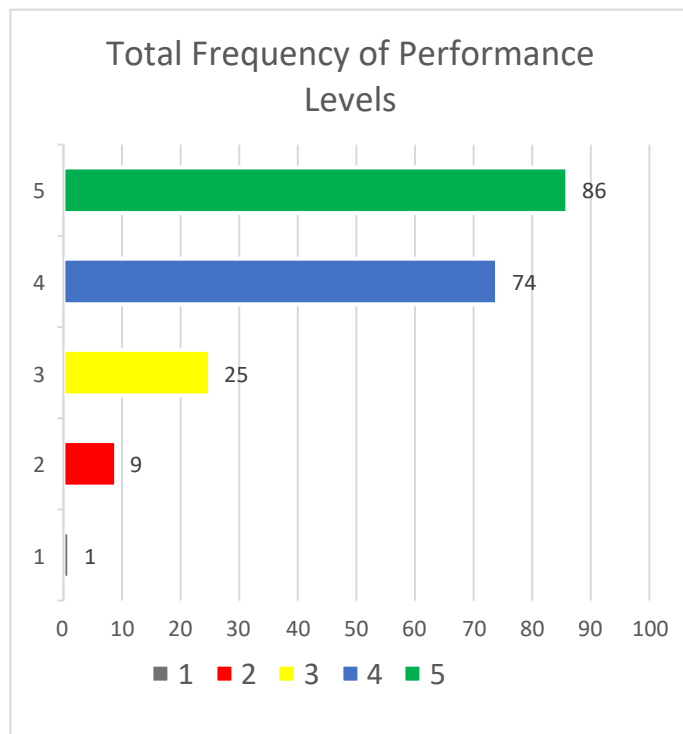
3.86	0	1	1	3	2	7
4.43	0	0	0	4	3	7
4.00	0	0	2	3	2	7
4.29	0	0	1	3	3	7
	0	0	0	0	0	
4.43	0	0	1	2	4	7
4.29	0	0	1	3	3	7
4.29	0	0	1	3	3	7
4.29	0	0	1	3	3	7
4.14	0	0	2	2	3	7
4.29	0	0	1	3	3	7
4.14	0	0	1	4	2	7
4.57	0	0	0	3	4	7
4.57	0	0	0	3	4	7

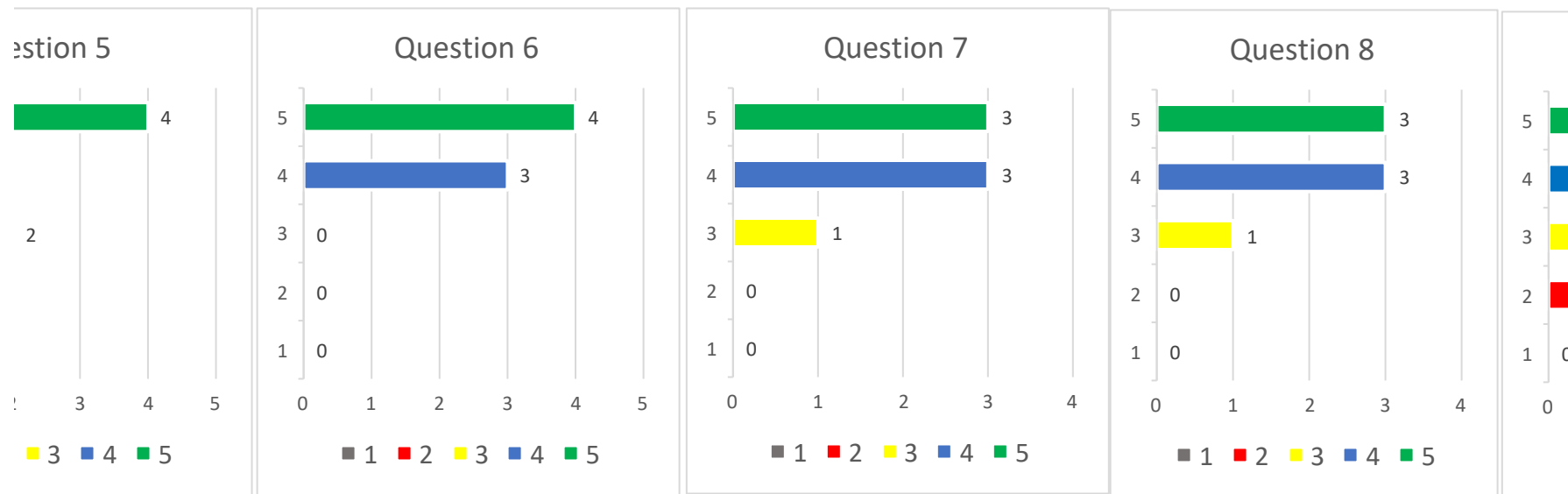


4.00	Total #	1	9	25	74	86	196
	Percent	1	5	13	38	44	

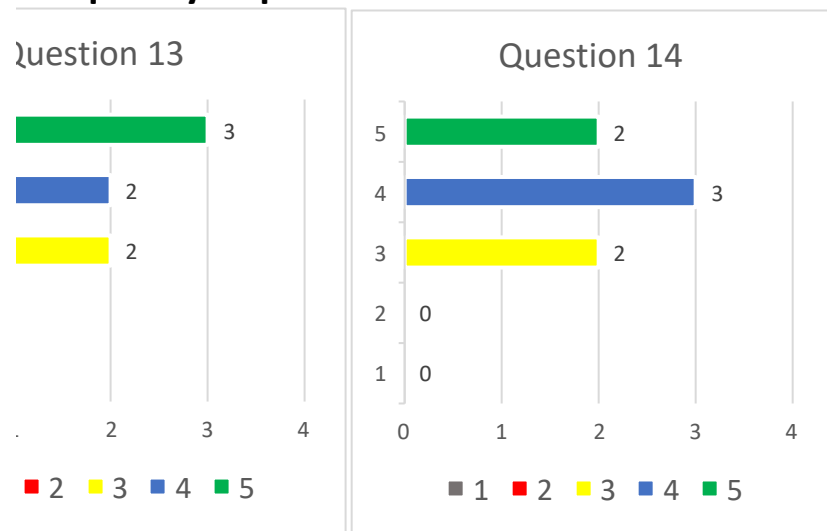
4.20

Overall Average 12/13	Overall Average 11/12
4.17	3.64
3.8	3.37
3.83	3.38
4.23	3.64
3.68	3.25
3.942	3.456

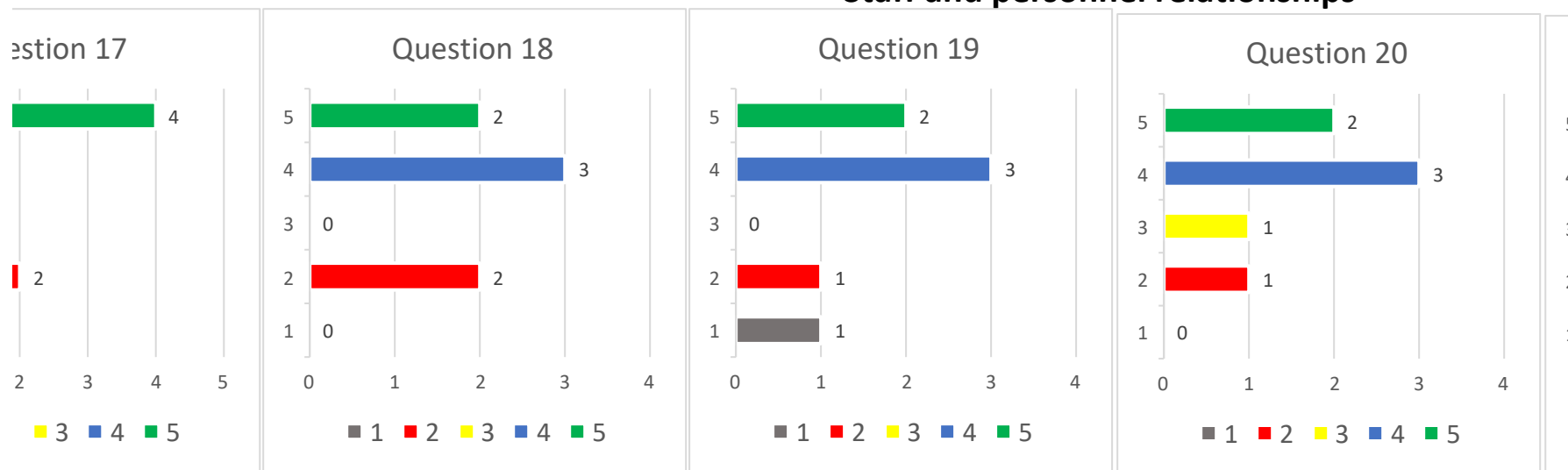




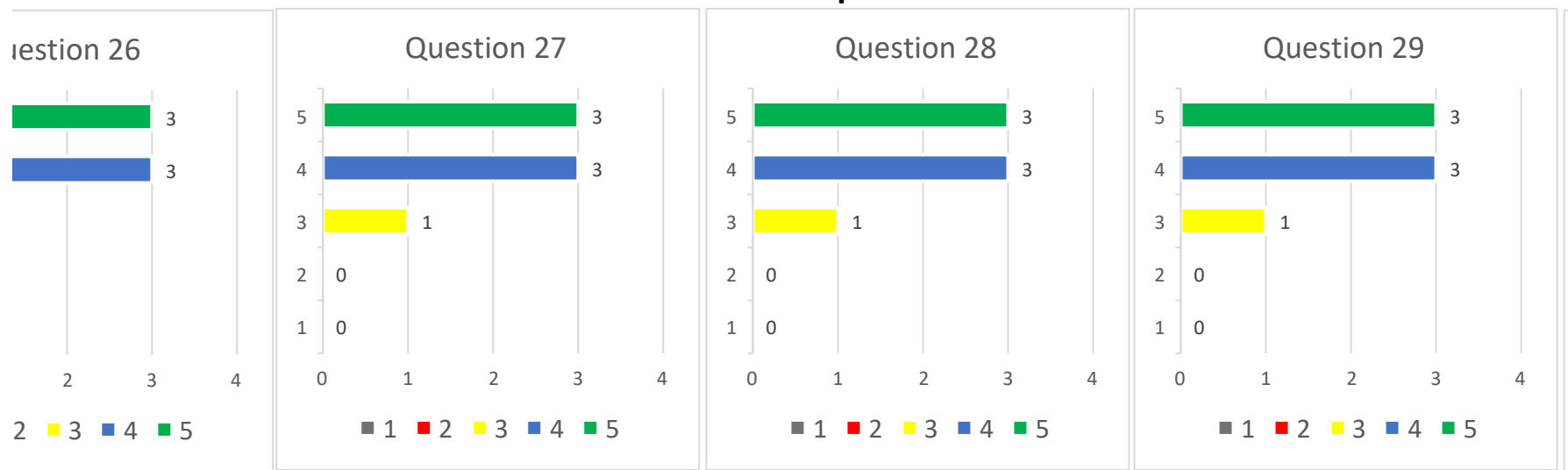
Frequency of performance levels



Staff and personnel relationships

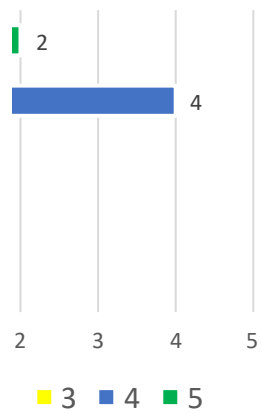


Educational Leadership

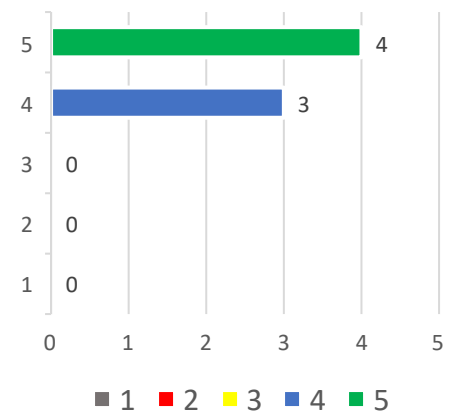


Business and Finance

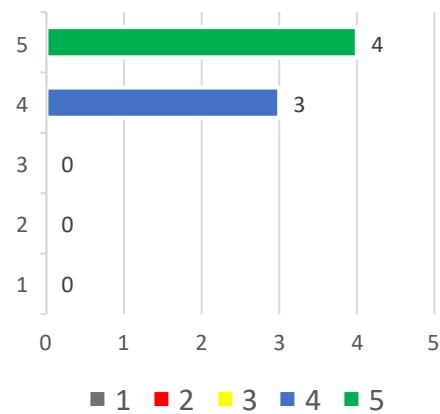
Question 33

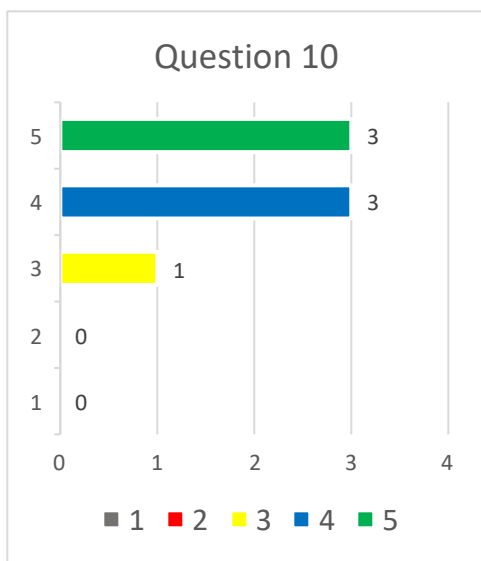
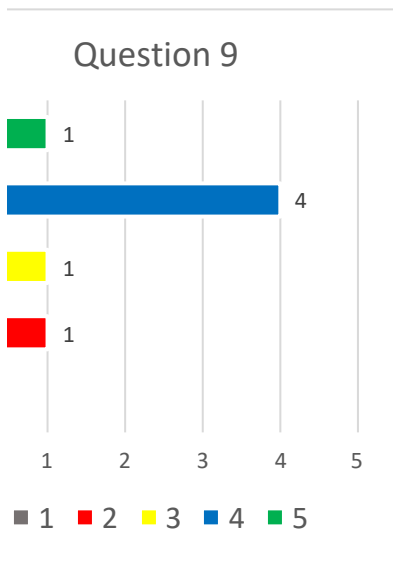


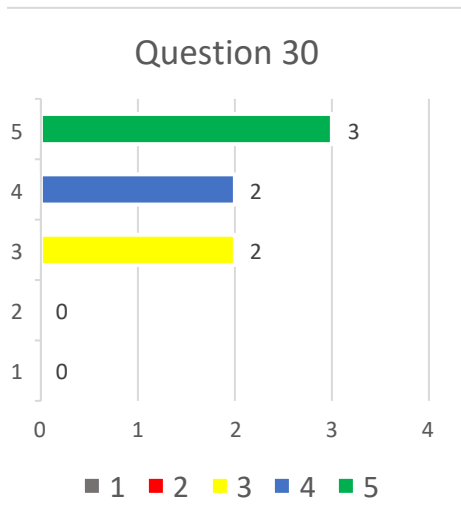
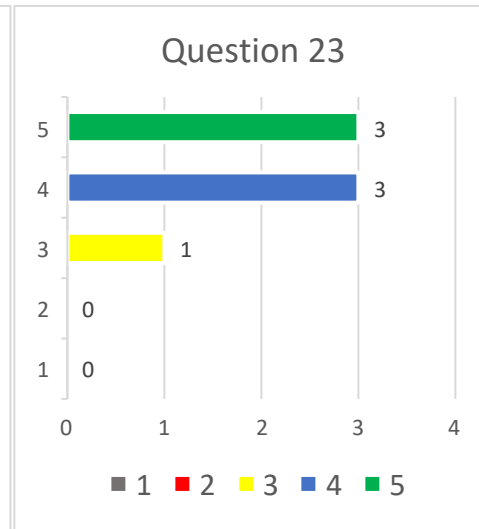
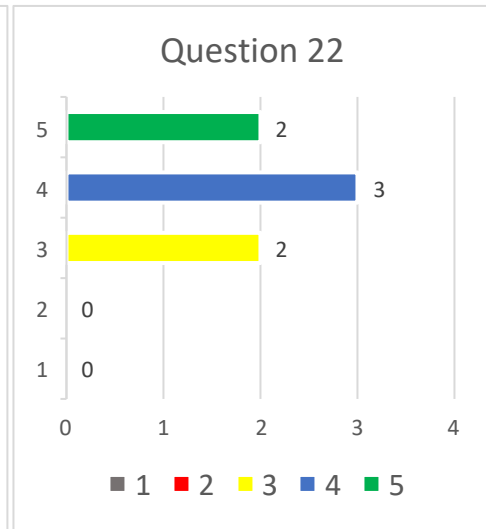
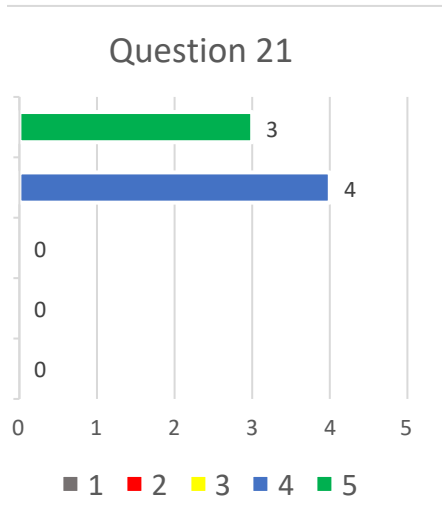
Question 34



Question 35







Superintendent evaluation

7 responses

[Publish analytics](#)

Please type in your name.

7 responses

Scott Ball

John Campbell

Treva Maitland

Tom Lannom

Eddie Watkins

Richard Addo

Benny Boals

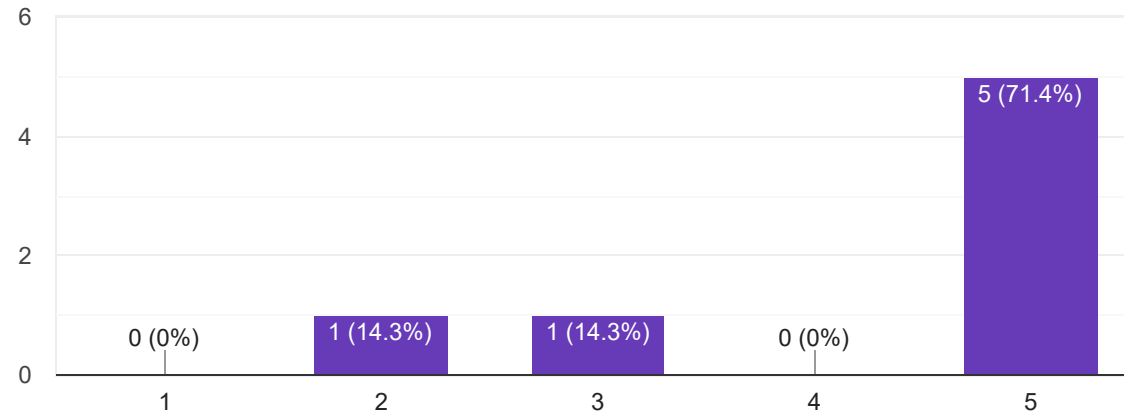
Board Relationships



Keeps all board members informed on issues, needs, and operation of the school system.



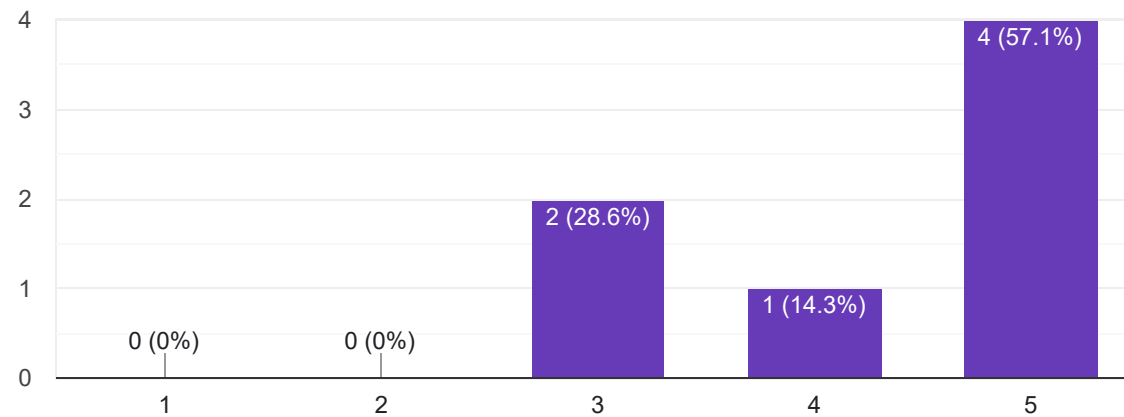
7 responses



Maintains a positive and productive relationship with the board.



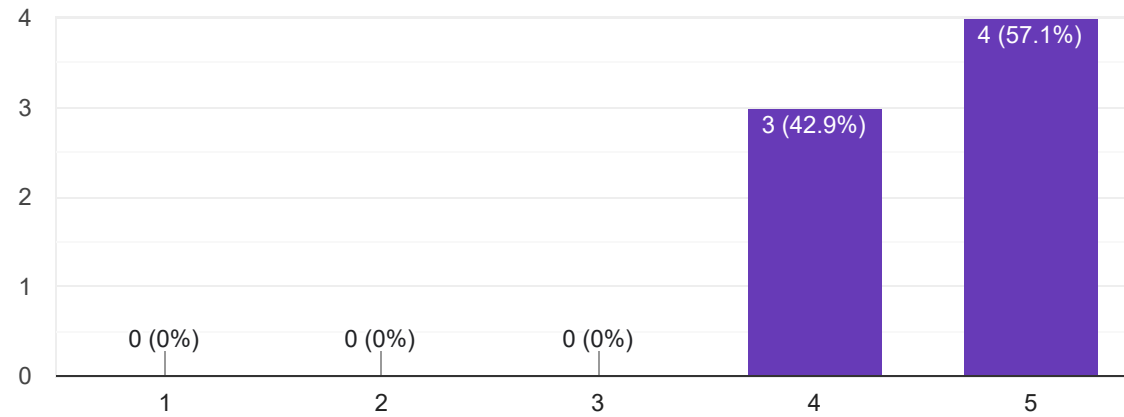
7 responses



Advises the board on need for new or revised policies.

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7 responses

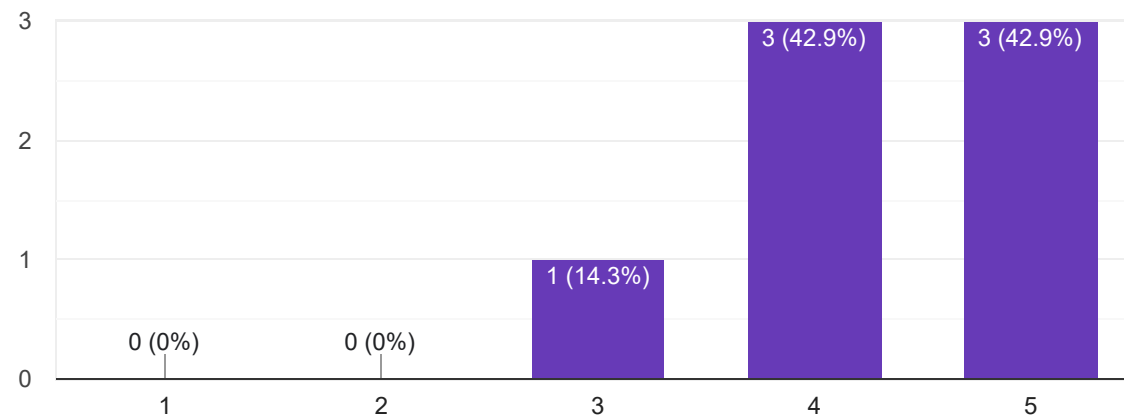


107

Interprets and executes the intent of board policy.

 Copy

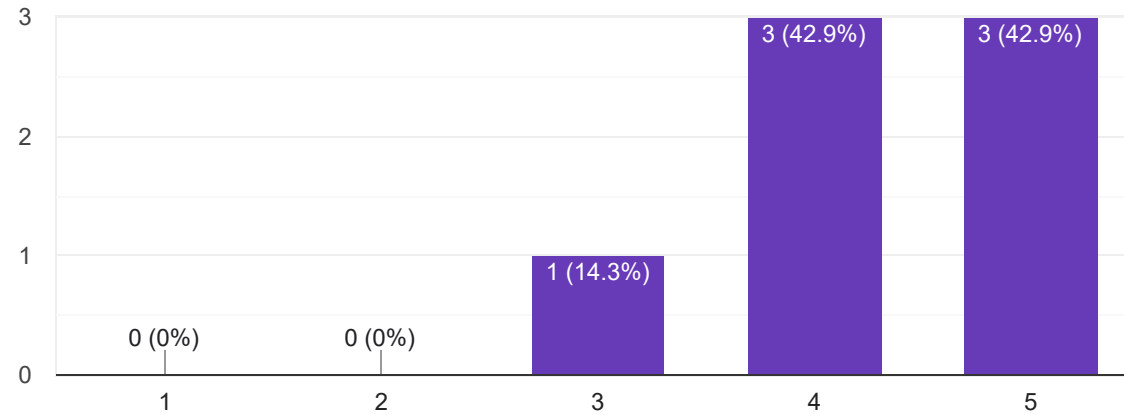
7 responses



Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.



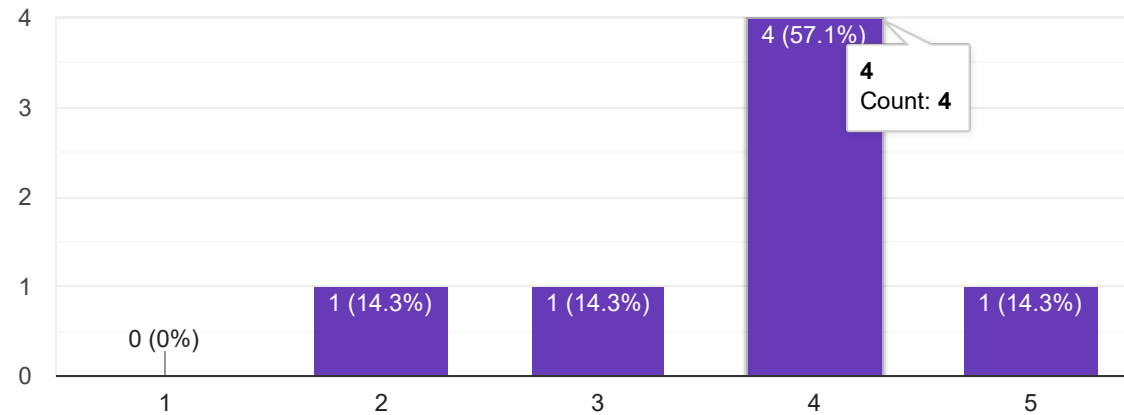
7 responses



Seeks and accepts constructive criticism of his/her work.



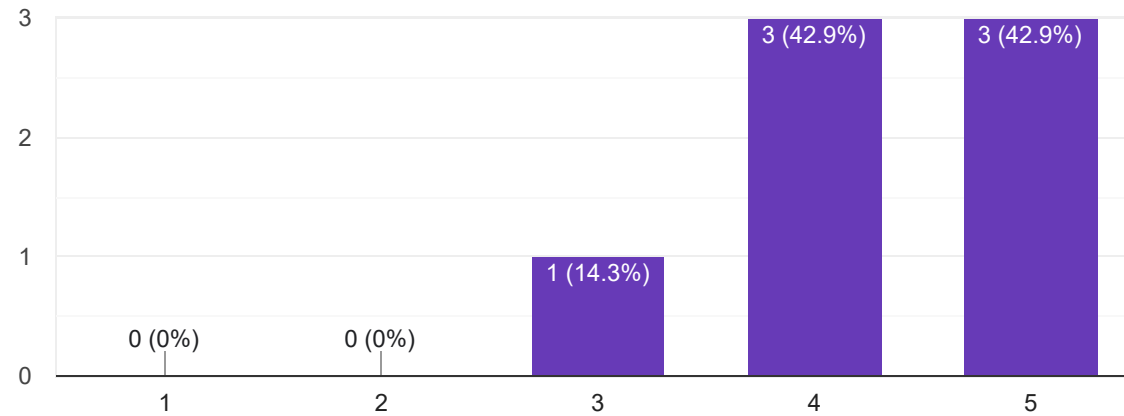
7 responses



Keeps board informed of employment, promotion, and dismissal of personnel.



7 responses



If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

1 response

Our director keeps some board members informed on issues, needs, and operation of the school system more than others. It looks like a "divide and conquer" mentality, which causes division and many more problems in the long run.

We all know good leaders seek and accept constructive criticism (even when it's hard) which a big gap for our director. There have been many incidents where our director has dismissed people who differed from him (sometimes disrespectfully), which is definitely an area of concern.

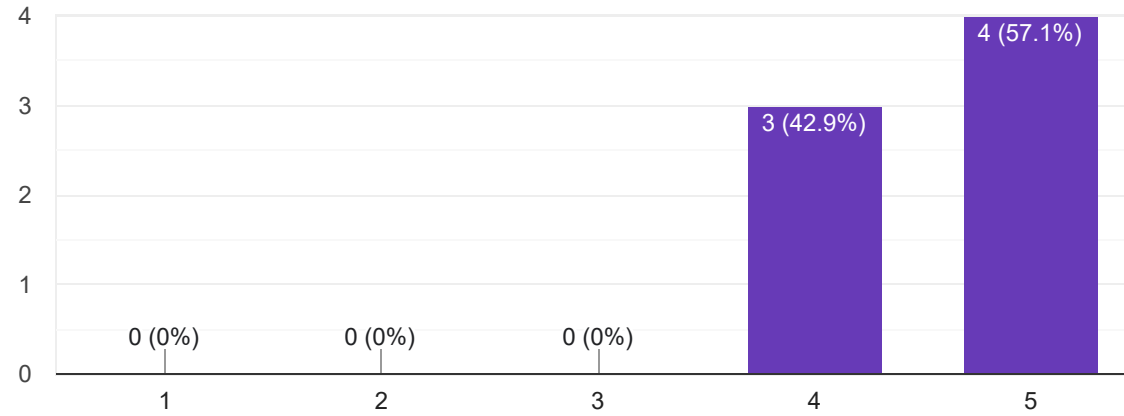
Community Relationships



Is an effective spokesman for the school system.



7 responses

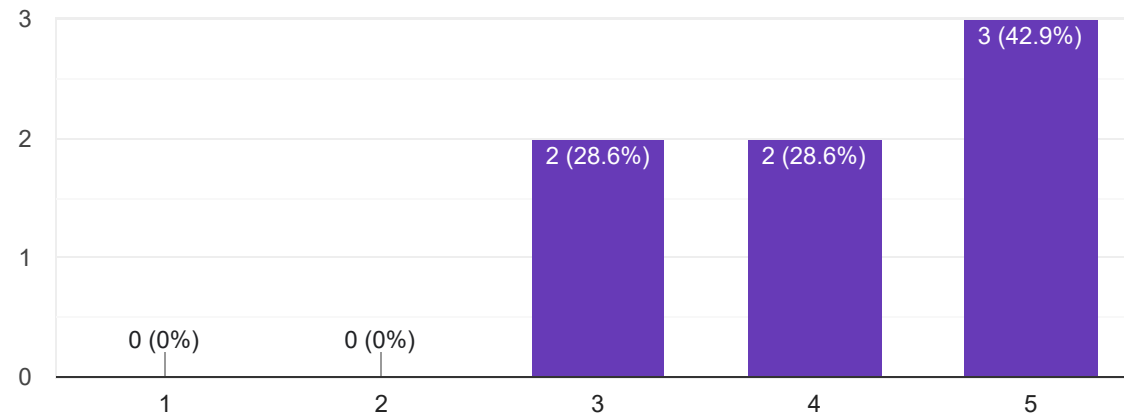


110

Develops cooperative relationships with the news media.



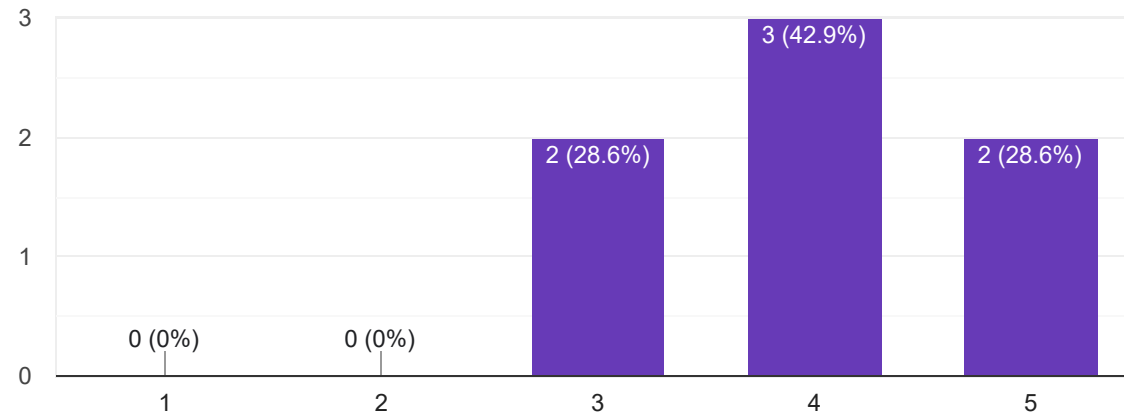
7 responses



Participates actively in community life and affairs.



7 responses



111

If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

0 responses

No responses yet for this question.

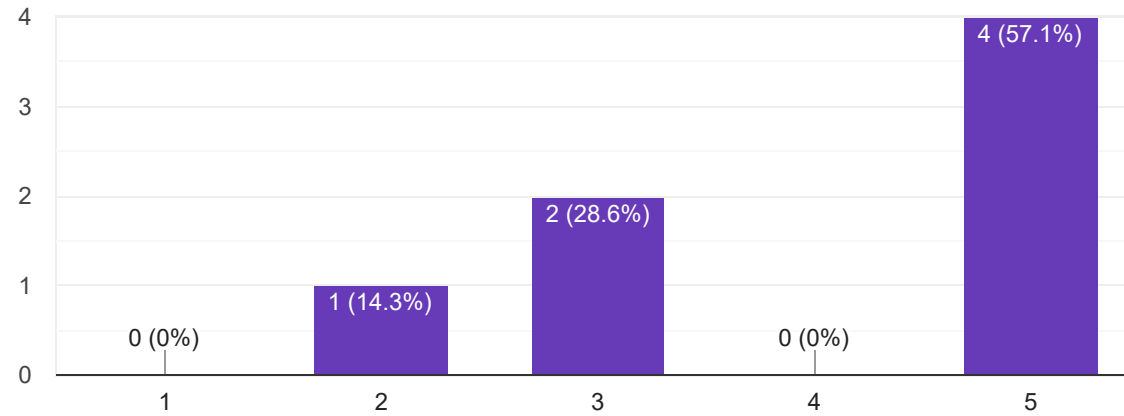
Staff and Personnel Relationships



Oversees a comprehensive human resources program (recruitment, retention, staffing organization, compensation and benefits, staff recognition and support) tied to defined system goals.



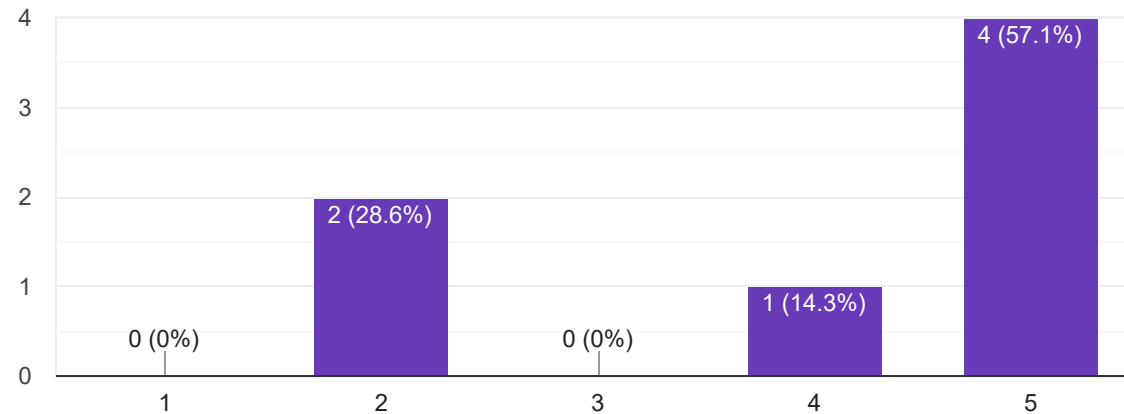
7 responses



Develops and executes sound personnel procedures and practices.



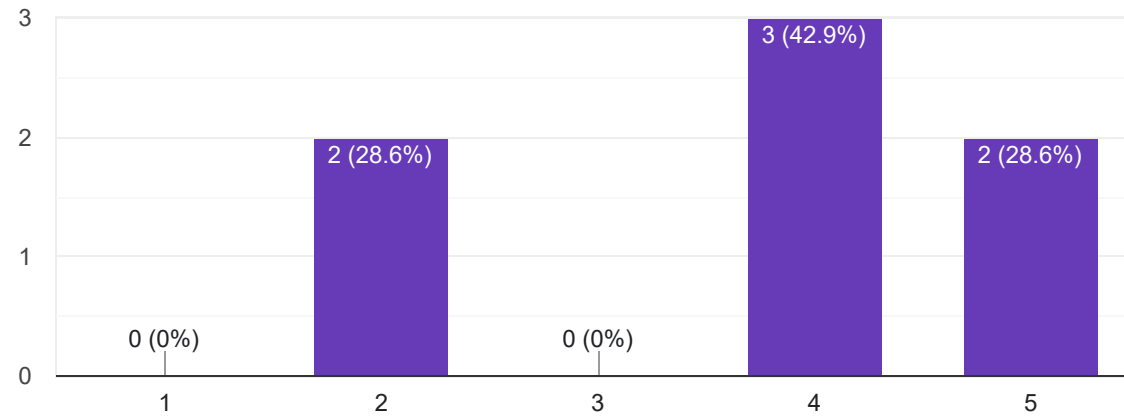
7 responses



Develops good staff morale and loyalty to the organization.



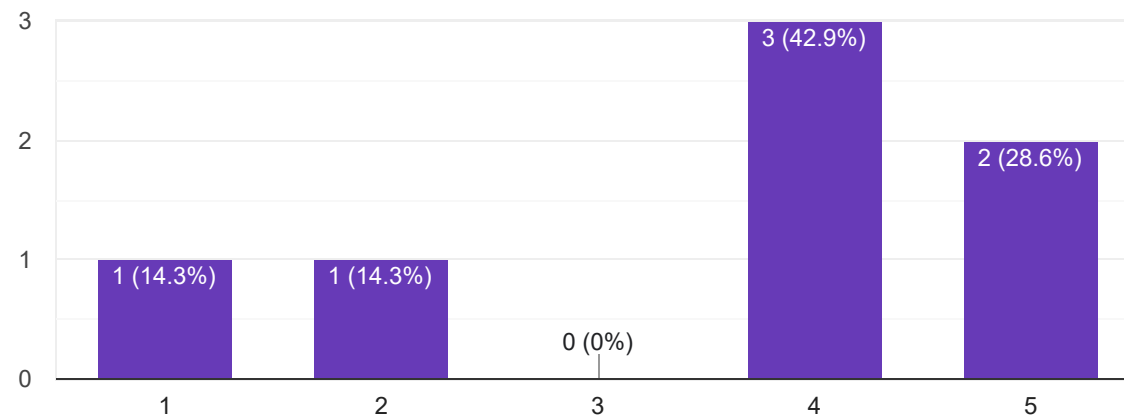
7 responses



Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.



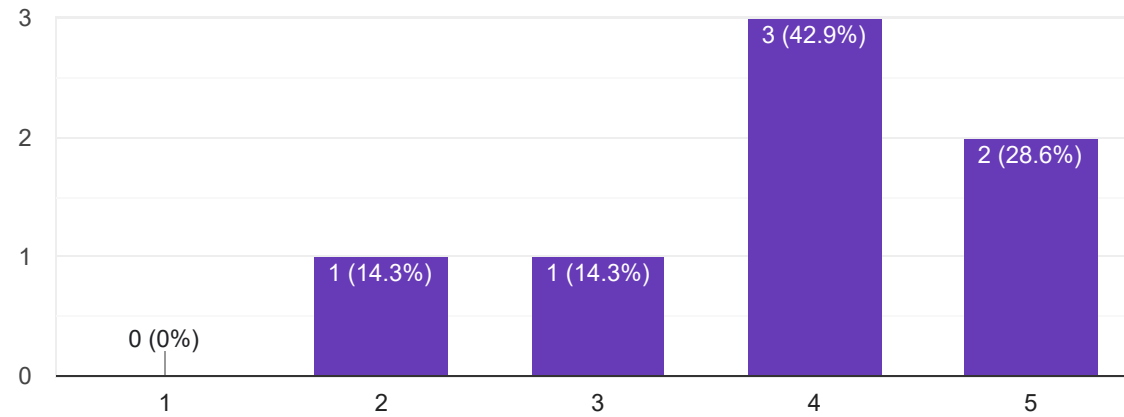
7 responses



Recruits and assigns the best available personnel.

 Copy

7 responses

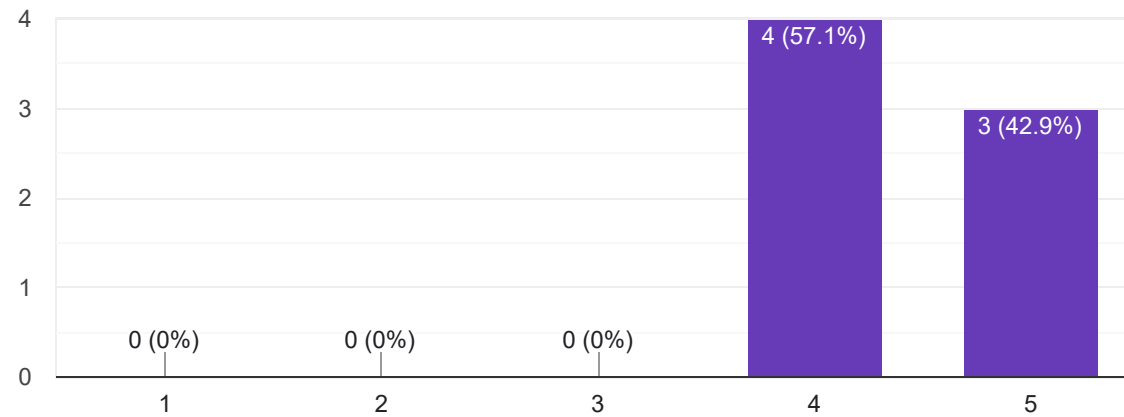


114

Ensures that adequate planning and evaluation of curriculum and instruction occurs.

 Copy

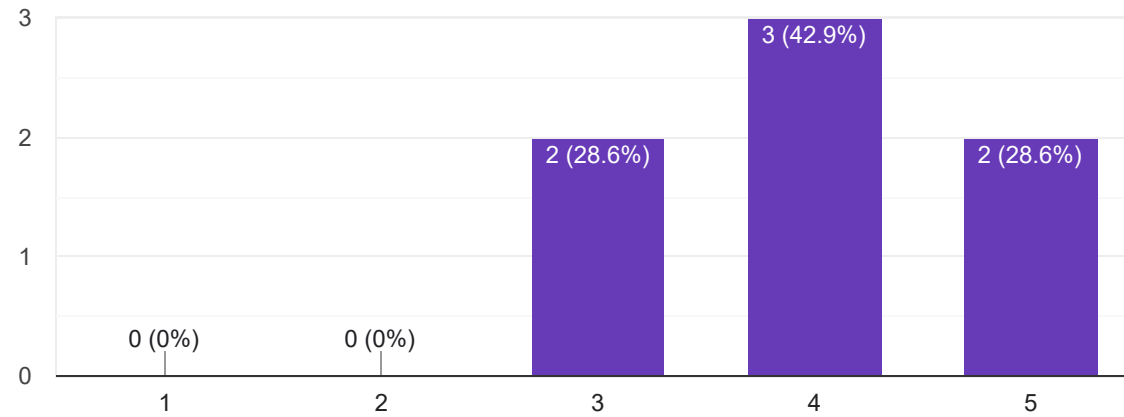
7 responses



Develops and empowers staff, resulting in an effective educational team.



7 responses

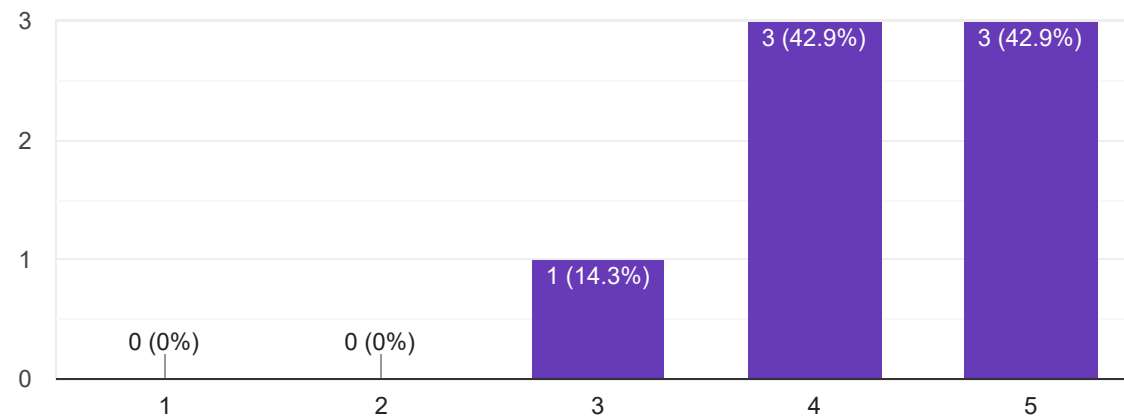


115

Has vision and communicates a mission for the school system.



7 responses



If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

2 responses

116

Staff morale needs lots of work, and it's becoming increasingly clear that some people are treated unfairly. I'm saddened that favoritism is alive and well in GCSSD and that some describe teachers and administrators as bullies. It's not #GCKind.

Speaking of bullies, there is/was a bully/child in Dyer who has wreaked havoc on several victims/students and another bully/child who was at SHS and is now at Yorkville. Some parents have shared that they've tried to get help at Dyer and at Yorkville, but the bullying remains. The child at Yorkville is connected to a GCSSD staff member (who behaves like a bully at Spring Hill School). We know the loudest voice isn't always truthful, and the softest voice isn't always heard. Children deserve a safe, bully-free environment in which to learn. And, let's not ignore the staff bullies who treat others with contempt and disrespect (which the board witnessed at the Rutherford educators meeting). Bullying must stop, and the director shall not bully anyone either.

I'm also adamantly opposed to the practice of recruiting and assigning friends to positions rather than the best available personnel. Our students deserve better!

We do not try to retain some personnel. We do not give some personnel the opportunity to settle in and show they belong with GCSSD. All educators are not treated the same, with this happening morale goes down rapidly. Example, A teacher was brought in at Rutherford late Fall of 2024. She was the 4th teacher the students had, she thought she was doing a good job with the students under the circumstances. She was told in the Spring she would not be rehired. She was told there was nothing personnel against her but there was another teacher in the building that had a friend who was a teacher that needed a job and was more qualified. According to her she felt like she was a level 4 teacher, she said her students showed growth that year with her even though she was the 4th teacher for them. The information I have put down came from 2 different conversations with her husband and conversation with her. She should have been given another year to teach before letting her go so the Data could do the talking.

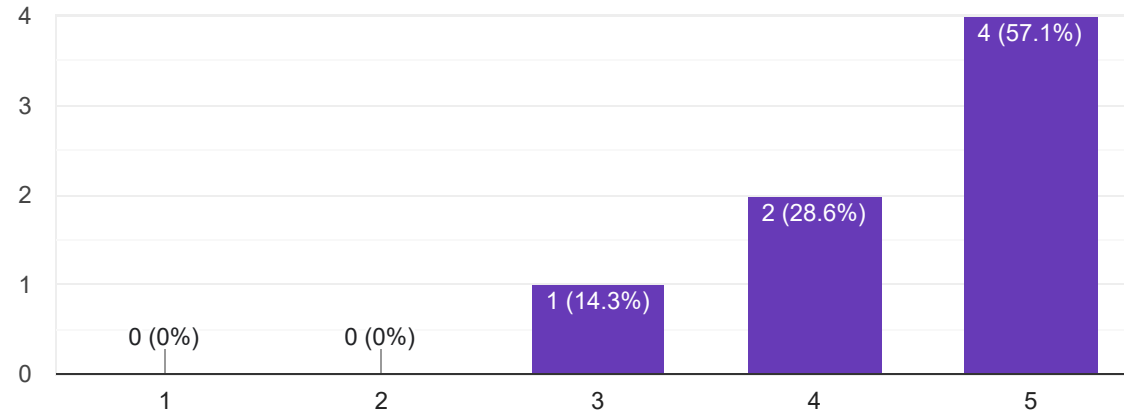
Educational Leadership



Maintains a sound philosophy of educational needs of all pupils.



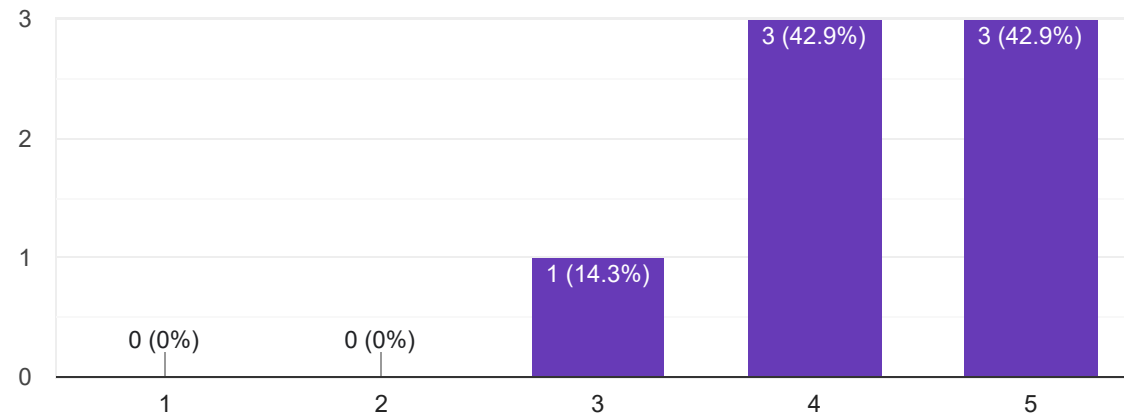
7 responses



Understands and keeps informed regarding all aspects of the instructional program of the district and individual schools.



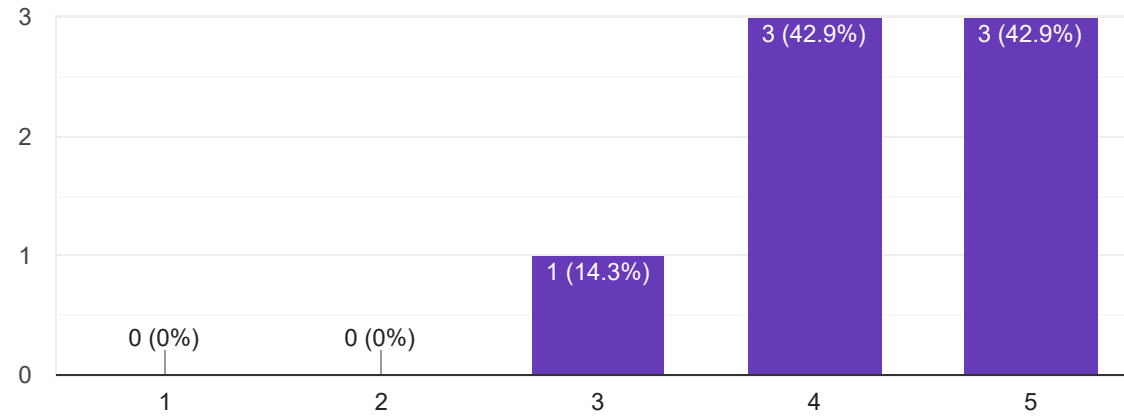
7 responses



Develops, implements, promotes, and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement.



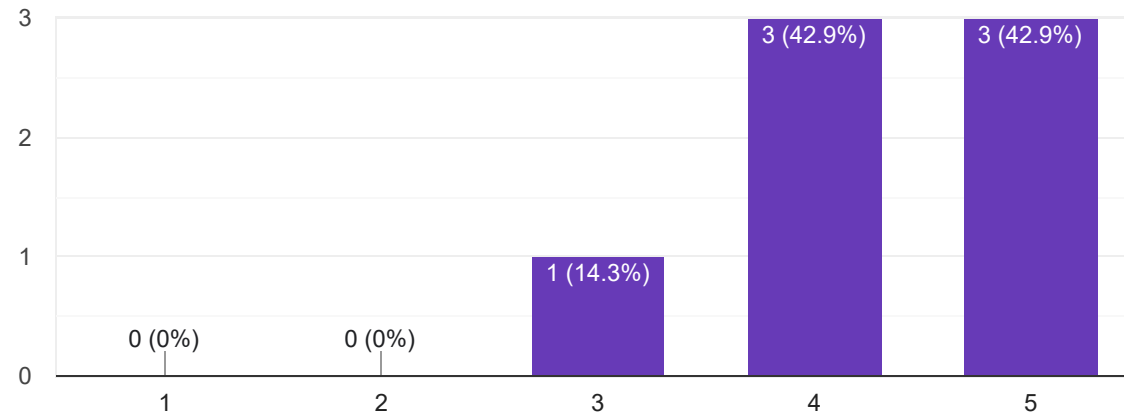
7 responses



Promotes academic rigor and excellence for students.



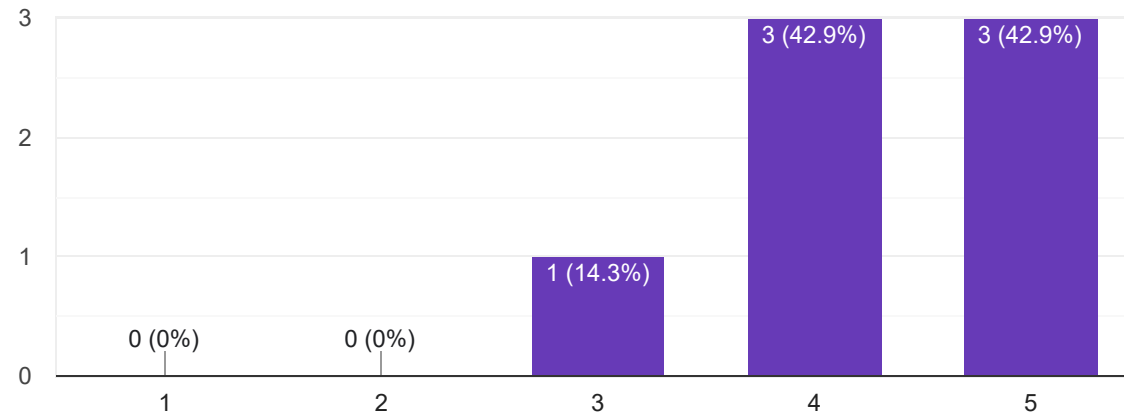
7 responses



Oversees a program of staff development to improve district performance.



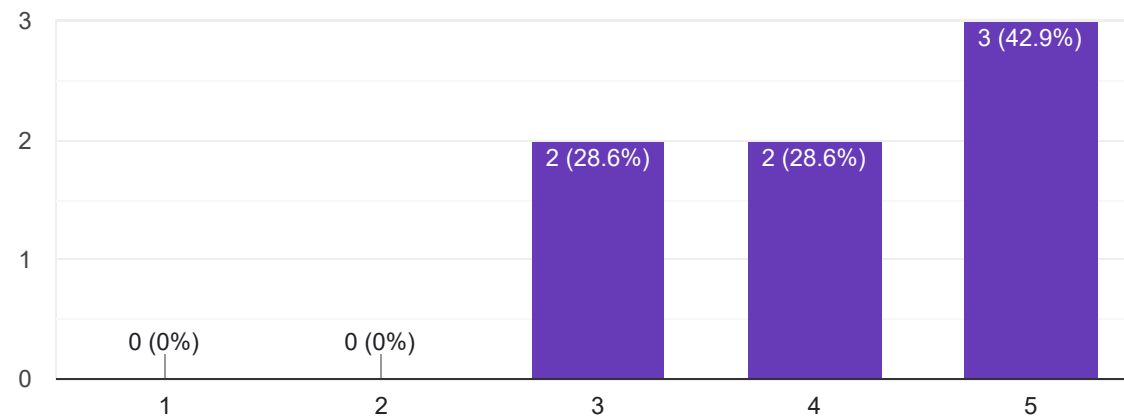
7 responses



Organizes a planned program of staff evaluation and improvement.



7 responses



If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

0 responses

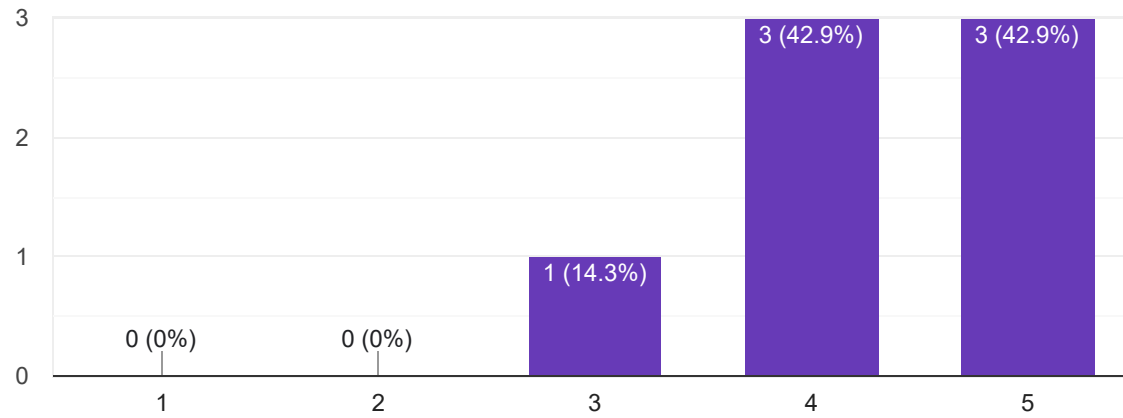
No responses yet for this question.



Has an understanding of the needs of the school program, facilities, equipment, supplies, and the budget required.



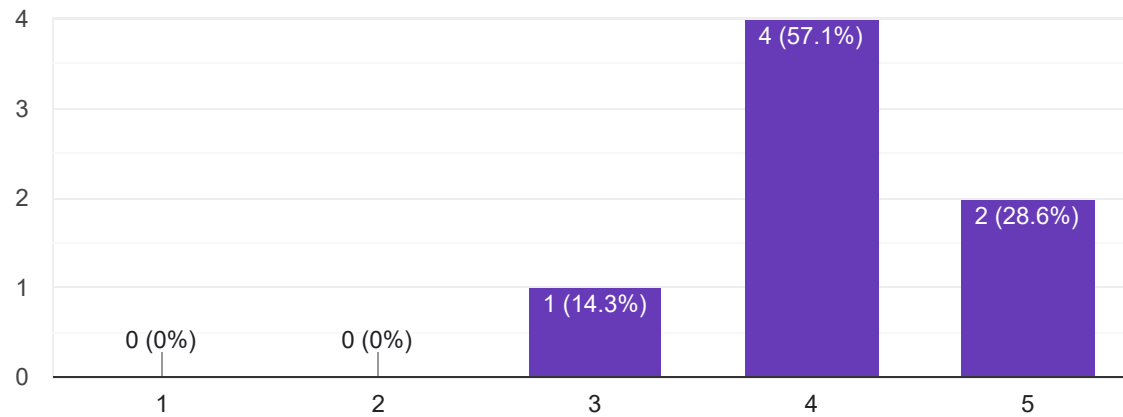
7 responses



Supervises operations, insisting on competent and efficient performance.



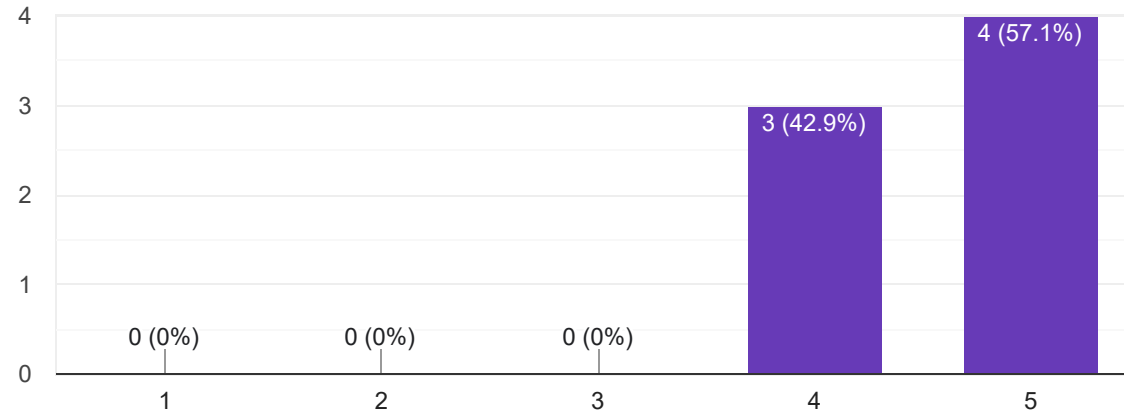
7 responses



Ensures that funds are spent wisely, and adequate control and accounting are maintained.



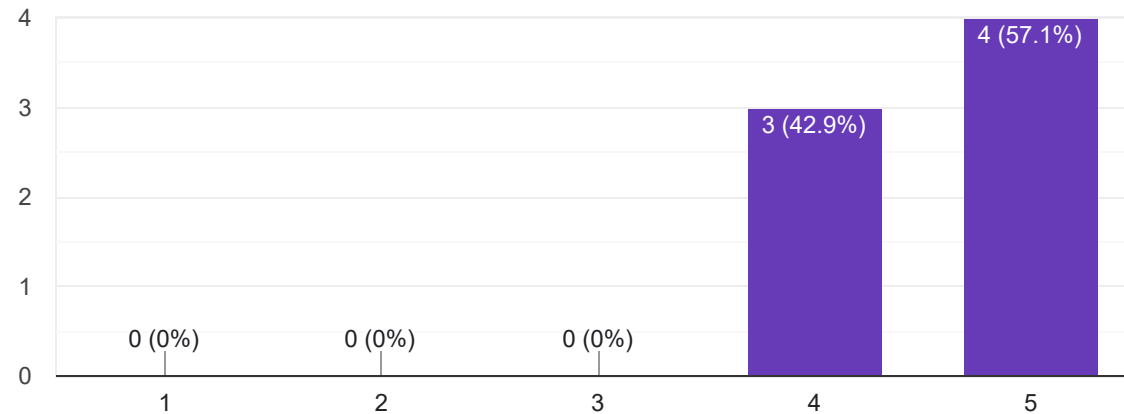
7 responses



Provides accurate and timely reports to the board on the financial condition of the school system.



7 responses



If you answered 1 or 2 on any of the questions above, please provide comments/feedback.

0 responses

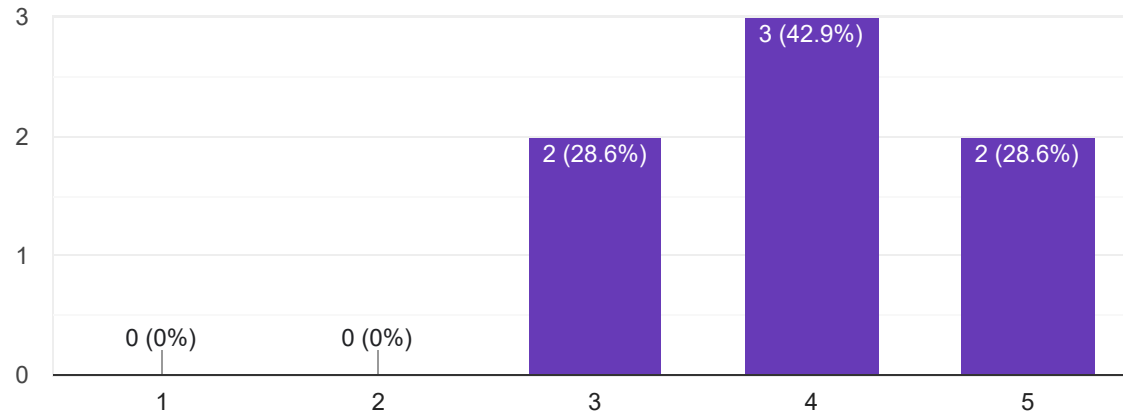
No responses yet for this question.



What would you rate my overall performance as Director of Schools?



7 responses



Additional comments regarding performance and/or areas to improve upon

4 responses

123

I pray that my words are accepted as guidance (not bashing). My expectations for our director are very high (much like my expectations for educators and students). Gibson County Kind is a great mindset to lead us into the 25-26 school year, and I hope we see the benefits from the leader's office all the way into each student's desk. I challenge myself and the director daily. Let's do this!

I think you only listen to certain employees within the district. I think they do not give you accurate information but you still follow their suggestions. I also think some employees are afraid give you their true opinion because their job may be on the line. I seen this in action this past year.

You have demonstrated strong leadership in keeping the graduation rate above target, which is a clear strength for the district. This shows your commitment to ensuring students complete their high school journey successfully. At the same time, the data highlights opportunities for continued growth in the 3rd–5th and 9th–12th grade success rates, as well as the Ready Graduate indicator. These areas present a chance to build on current strategies by expanding early interventions, strengthening instructional supports, and increasing readiness opportunities through advanced coursework, dual enrollment, and career certifications. Overall, I would rate your performance as effective and promising. The steady progress in several key indicators reflects your dedication, while the areas still below target provide opportunities to make an even greater impact moving forward. With your vision and continued focus, the district is well-positioned to achieve even stronger outcomes in the coming year and the years ahead

I am proud of our District under Mr. Pruett's leadership. He is always seeking ways to make improvements not only for himself, but for the district as a whole. In terms of improvement I think we still could find ways to improve staff morale. I will have to say that when I retired 13 years ago the morale was very low. He has worked hard to improve this. Overall he is doing a great job.

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00:29:57

Budget Overview

Gibson Co Sp Dist (275) Public District - FY 2026 - Innovative School Models (ISM) - Rev 0 - Innovative School Models

Go To

Filter by Location: All - \$1,290,185.38

Show Unbudgeted Categories

Account Number	71100 - Regular Instruction Program	71300 - Vocational Education Program	72130 - Other Student Support	72230 - Support Services/Vocational Education Program	72510 - Fiscal Services	72710 - Transportation	76100 - Regular Capital Outlay	Total
Line Item Number								
105 - Supervisor / Director				22,903.00				22,903.00
116 - Certified Teachers	0.00	258,736.49						258,736.49
119 - Accountants/Bookkeepers					4,000.00			4,000.00
189 - Other Salaries & Wages	0.00	30,994.98		0.00			0.00	30,994.98
201 - Social Security	0.00	17,360.67	0.00	1,419.90	260.40	0.00	0.00	19,040.97
204 - State Retirement	0.00	25,201.13	0.00	2,061.18	283.99	0.00	0.00	27,546.30
207 - Medical Insurance	0.00	12,078.47	0.00	2,288.52	0.00		0.00	14,366.99
212 - Employer Medicare	0.00	3,920.13	0.00	648.62	60.97	0.00	0.00	4,629.72
336 - Maintenance & Repair Services - Equipment				5,000.00				5,000.00
355 - Travel			10,000.00	0.00				10,000.00
399 - Other Contracted Services		0.00		51,000.00		0.00	0.00	51,000.00
429 - Instructional Supplies & Materials	0.00	39,000.00						39,000.00
429C - Instructional Supplies & Materials (Consumables)	0.00	26,000.00						26,000.00
430 - Textbooks - Electronic	0.00	21,000.00						21,000.00
449 - Textbooks - Bound	0.00	3,000.00						3,000.00
471 - Software	0.00	35,000.00		0.00				35,000.00
499 - Other Supplies and Materials	0.00	108,430.48	0.00	0.00	0.00			108,430.48
524 - In-Service / Staff Development			4,000.00	0.00				4,000.00
599 - Other Charges		109,003.98				0.00		109,003.98
707 - Building Improvements							45,000.00	45,000.00
722 - Regular Instruction Equipment	115,800.00							115,800.00
729 - Transportation Equipment						30,000.00		30,000.00
730 - Vocational Instruction Equipment		285,732.47						285,732.47
799 - Other Capital Outlay							20,000.00	20,000.00
Total	115,800.00	975,458.80	14,000.00	85,321.22	4,605.36	30,000.00	65,000.00	1,290,185.38
							Adjusted Allocation	1,290,185.38
							Remaining	0.00

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Budget Overview

Gibson Co Sp Dist (275) Public District - FY 2026 - Public School Security Grant - Rev 0 - FY26 Public School Security Grant

Go To

Filter by Location:

Show Unbudgeted Categories

	Account Number	72620 - Maintenance of Plant	Total
Line Item Number			
499 - Other Supplies and Materials		29,760.00	29,760.00
701 - Administration Equipment		18,117.40	18,117.40
790 - Other Equipment		28,493.79	28,493.79
Total		76,371.19	76,371.19
		Adjusted Allocation	76,371.19
		Remaining	0.00

Hinson, Rory

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00:28:29

Budget Overview

Gibson Co Sp Dist (275) Public District - FY 2026 - State Special Education Preschool Grant - Rev 0 - State Special Education Preschool Grant

Go To

Filter by Location: All - \$41,038.65

[Show Unbudgeted Categories](#)

Account Number	71200 - Special Education Program	Total
<i>Line Item Number</i>		
116 - Teachers	30,942.29	30,942.29
201 - Social Security	1,918.42	1,918.42
204 - State Retirement	1,785.37	1,785.37
207 - Medical Insurance	5,943.91	5,943.91
212 - Employer Medicare	448.66	448.66
Total	41,038.65	41,038.65
	Adjusted Allocation	41,038.65
	Remaining	0.00

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Gibson County Board of Education

Monitoring:

Descriptor Term:

Descriptor Code:

Issued Date:

Review:
Annually, in
August
Review:
Annually, in
August

School District Goals

1.700

04/09/21

Rescinds: ~~1.700~~Issued:
06/13/96

1 The Board shall determine the educational goals of the school district. In discharging that
 2 responsibility, the Board has adopted the following goals:

3 INSTRUCTION

- 4 1. To promote a plan for the organized improvement of school curriculum, including the transition
 5 between elementary and secondary schools;
- 6 2. To offer a wide range of career and service opportunities;
- 7 3. To promote an integration of academic, physical, social, and emotional growth experiences for
 8 each student; and
- 9 4. To promote the recognition of achievement in all endeavors (i.e., academic, athletic).

10 STUDENTS

- 11 1. To structure the instructional program to provide necessary alternatives to meet a variety of
 12 individual needs and aspirations;
- 13 2. To ensure that each student's interests, capacities, and objectives are considered in his/her
 14 learning program; and
- 15 3. To help students gain understanding of themselves as well as skills and techniques in living and
 16 working with others and being responsible citizens.

17 PERSONNEL

- 18 1. To promote high quality performance by the staff, including both professional and support
 19 personnel;
- 20 2. To establish acceptable performance standards for all personnel;
- 21 ~~3. To set goals for educator diversity that take into consideration the diversity of the student population;¹~~
- 22 ~~4.3.~~ To provide in-service training and professional growth experiences for teachers and
 23 administrators; and
- 24 ~~5.4.~~ To maintain an evaluation system for the improvement of the instructional system.

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OPERATIONS

~~1~~ To make every effort to secure adequate funding for the educational program in support of the

~~2~~1. stated goals;

~~3~~2. ~~2~~-To maintain an adequate system of fiscal and business management;

~~4~~3. ~~3~~-To develop plans for the efficient use of school facilities; and

~~5~~4. ~~4~~-To ensure appropriate communication between the Director of Schools and the Board.

~~6~~ The Board shall annually review these goals and revise them as necessary.

~~7~~ The Director of Schools is responsible for developing procedures and strategies to implement the goals of the Board.

Legal References

Cross References

~~1~~ State Board of Education Policy 5.700; TCA
49-1-302(g)

Role of the Board of Education 1.101
Board Member Development Opportunities 1.204
Fiscal Management Goals 2.100
Business Management Goals 3.100
Instructional Program 4.100
Evaluations of Instructional Programs 4.702
Personnel Goals 5.100
Student Goals 6.100

Cross References

Role of the Board of Education 1.101
Board Member Development Opportunities 1.204

- [Fiscal Management Goals 2.100](#)
- [Business Management Goals 3.100](#)
- [Instructional Program 4.100](#)
- [Evaluations of Instructional Programs 4.702](#)
- [Personnel Goals 5.100](#)
- [Student Goals 6.100](#)

Gibson County Board of Education			
Monitoring: <u>Review: Annually, in September</u> <u>Review: Annually, in July</u>	Descriptor Term: Appeals to and Appearances Before the Board	Descriptor Code: 1.404	Issued Date: 06/13/96
		Rescinds:	Issued:

1 APPEALS TO THE BOARD

2 Any matter relating to the operation of the school system may be appealed to the Board ~~of Trustees~~.
3 However, the ~~Board desires that~~ **parties shall attempt to settle** all matters ~~be settled~~ at the lowest level of
4 responsibility, and ~~will~~ **the Board shall** not hear complaints or concerns which have not advanced through
5 the proper administrative procedure ~~from the point of origin~~. If all **steps of the** administrative ~~channels~~
6 **procedure** have been pursued and there is still a desire to appeal to the Board, the matter shall be referred
7 in writing **to the office of the Director of Schools**, and the Board shall determine whether to hear the
8 appeal.

9 APPEARING BEFORE THE BOARD

10 ~~Individuals desiring to appear before the Board may request placement on the agenda by contacting the~~
11 ~~office of the director of schools seven (7) days before the meeting. They will be recognized at the~~
12 ~~beginning of the meeting and given time to speak when their topic of interest is addressed on the agenda.~~
13 ~~Sufficient background material will be provided by the speaker. The chair may recognize individuals not~~
14 ~~on the agenda for remarks to the Board if he/she determines that such is in the public interest. A majority~~
15 ~~vote of members present can overrule the decision of the chair.~~

16 ~~Delegations must select only one individual to speak on their behalf unless otherwise determined by the~~
17 ~~Board.~~

18 ~~Recognition of individuals who are not citizens of the school system is to be determined by a majority~~
19 ~~vote of the Board.~~ Individuals speaking to the Board shall address remarks to the ~~chair~~ **Chair** and may
20 direct questions to individual board members or staff members only upon approval of the ~~chair~~ **Chair**.
21 Each person speaking shall state his ~~her~~ **her** name, ~~address~~, and subject of presentation. ~~Remarks will be~~
22 ~~limited to five (5) minutes unless time is extended by a majority vote of the Board. The chair~~ **The**
23 **Chair** shall have the authority to terminate the remarks of any individual who ~~violates state law or~~ does
24 not adhere to ~~the above~~ **board** rules ~~or chooses to.~~ **!**

25 **Public Comment Period²**

26 **There shall be abusive to a public comment period for each meeting with actionable items on the**
27 **agenda, with the exception of teacher disciplinary hearings. If an individual board member or the**
28 **Board as a whole.¹ Members of the Board and the director of schools may have the privilege of asking**
29 **questions of any person who addresses the Board. wishes to address the Board, he/she shall sign up on**
30 **the form provided before four o'clock on the day of the board meeting to request time to speak. Each**

1 speaker shall be given no more than three minutes. Delegations shall select only one (1) individual to
2 speak on their behalf unless otherwise determined by the Board.

3 ~~Individuals desiring additional information about any item on the agenda shall direct such inquiries to~~
4 ~~the office of the director of schools.~~

5 *Adding an Item to the Agenda*

6 Individuals desiring to appear before the Board shall submit a written request with descriptive
7 materials to the office of the Director of Schools ten days before the meeting. If the request is approved
8 by the executive committee, the item will be placed on the agenda. Individuals placed on the agenda
9 will be recognized at the beginning of the meeting and given time to speak when their item is
10 addressed on the agenda. All requests submitted will be included in the board packet.

Legal References:

1. ~~TCA 39-17-306~~TCA 39-17-306
2. ~~TCA 8-44-112~~
‡

Cross References:

School Board Meetings 1.400
Public Hearings 1.401
Agendas 1.403
Discrimination/Harassment of Employees 5.500
Complaints About School Personnel 5.502 and Grievances
5.501
Student Discrimination, Harassment, Bullying, Cyber-
bullying, and Intimidation 6.304
Student Concerns 6.305

Gibson County Board of Education			
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1 **APPEALS TO THE BOARD**

2 Any matter relating to the operation of the school system may be appealed to the Board of Trustees.
3 However, the Board desires that all matters be settled at the lowest level of responsibility and will not
4 hear complaints or concerns which have not advanced through the proper administrative procedure from
5 the point of origin.

6 If all administrative channels have been pursued and there is still a desire to appeal to the Board, the
7 matter shall be referred in writing and the Board shall determine whether to hear the appeal.

8 **APPEARING BEFORE THE BOARD**

9 Individuals desiring to appear before the Board may request placement on the agenda by contacting the
10 office of the director of schools seven (7) days before the meeting. They will be recognized at the
11 beginning of the meeting and given time to speak when their topic of interest is addressed on the agenda.
12 Sufficient background material will be provided by the speaker. The chair may recognize individuals not
13 on the agenda for remarks to the Board if he/she determines that such is in the public interest. A majority
14 vote of members present can overrule the decision of the chair.

15 Delegations must select only one individual to speak on their behalf unless otherwise determined by the
16 Board.

17 Recognition of individuals who are not citizens of the school system is to be determined by a majority
18 vote of the Board. Individuals speaking to the Board shall address remarks to the chair and may direct
19 questions to individual board members or staff members only upon approval of the chair. Each person
20 speaking shall state his name, address, and subject of presentation. Remarks will be limited to five (5)
21 minutes unless time is extended by a majority vote of the Board. The chair shall have the authority to
22 terminate the remarks of any individual who does not adhere to the above rules or chooses to be abusive
23 to an individual board member or the Board as a whole.¹ Members of the Board and the director of
24 schools may have the privilege of asking questions of any person who addresses the Board.

25 Individuals desiring additional information about any item on the agenda shall direct such inquiries to
26 the office of the director of schools.

Legal References:

1. TCA 39-17-306

Cross References:

- School Board Meetings 1.400
Agendas 1.403
Complaints About School Personnel 5.502

Premier	2026 Employee monthly cost	2025 Employee monthly cost	Increase if no change	2026 Total Monthly Premium	Employee Monthly Cost with 2% GCSSD Increase	2% One Month Increase	2 % Increase for 9 months	Number in Tier	2 % Increase	Employee Monthly Cost with 1% GCSSD Increase	1% One Month Increase	1 % Increase for 9 months	Number in Tier	1 % Increase
Employee	\$158.60	\$151.00	\$7.60	\$793.00	\$142.74	\$15.86	\$142.74	80	\$11,419.20	\$150.67	\$7.93	\$71.37	80	\$5,709.60
Employee+Child(ren)	\$509.73	\$485.16	\$24.57	\$1,307.00	\$483.59	\$26.14	\$235.26	34	\$7,998.84	\$496.66	\$13.07	\$117.63	34	\$3,999.42
Employee+Spouse	\$695.37	\$662.22	\$33.15	\$1,783.00	\$659.71	\$35.66	\$320.94	17	\$5,455.98	\$677.54	\$17.83	\$160.47	17	\$2,727.99
Employee+Spouse+Child(ren)	\$803.40	\$764.79	\$38.61	\$2,060.00	\$762.20	\$41.20	\$370.80	48	\$17,798.40	\$782.80	\$20.60	\$185.40	48	\$8,899.20
Standard	2026 Employee monthly cost	2025 Employee monthly cost	Increase if no change	2026 Total Monthly Premium	Employee Monthly Cost with 2% GCSSD Increase	One Month Increase	2 % Increase for 9 months	Number in Tier	Increase	Employee Monthly Cost with 1% GCSSD Increase	1% One Month Increase	1 % Increase for 9 months	Number in Tier	1 % Increase
Employee	\$147.20	\$140.20	\$7.00	\$736.00	\$132.48	\$14.72	\$132.48	49	\$6,491.52	\$139.84	\$7.36	\$66.24	49	\$3,245.76
Employee+Child(ren)	\$473.46	\$450.84	\$22.62	\$1,214.00	\$449.18	\$24.28	\$218.52	13	\$2,840.76	\$461.32	\$12.14	\$109.26	13	\$1,420.38
Employee+Spouse	\$645.84	\$615.03	\$30.81	\$1,656.00	\$612.72	\$33.12	\$298.08	11	\$3,278.88	\$629.28	\$16.56	\$149.04	11	\$1,639.44
Employee+Spouse+Child(ren)	\$746.46	\$710.58	\$35.88	\$1,914.00	\$708.18	\$38.28	\$344.52	20	\$6,890.40	\$727.32	\$19.14	\$172.26	20	\$3,445.20
Limited	2026 Employee monthly cost	2025 Employee monthly cost	Increase if no change	2026 Total Monthly Premium	Employee Monthly Cost with 2% GCSSD Increase	One Month Increase	2 % Increase for 9 months	Number in Tier	Increase	Employee Monthly Cost with 1% GCSSD Increase	1% One Month Increase	1 % Increase for 9 months	Number in Tier	1 % Increase
Employee	\$139.00	\$132.40	\$6.60	\$695.00	\$125.10	\$13.90	\$125.10	21	\$2,627.10	\$132.05	\$6.95	\$62.55	21	\$1,313.55
Employee+Child(ren)	\$446.94	\$425.49	\$21.45	\$1,146.00	\$424.02	\$22.92	\$206.28	10	\$2,062.80	\$435.48	\$11.46	\$103.14	10	\$1,031.40
Employee+Spouse	\$610.35	\$581.10	\$29.25	\$1,565.00	\$579.05	\$31.30	\$281.70	4	\$1,126.80	\$594.70	\$15.65	\$140.85	4	\$563.40
Employee+Spouse+Child(ren)	\$704.73	\$670.80	\$33.93	\$1,807.00	\$668.59	\$36.14	\$325.26	10	\$3,252.60	\$686.66	\$18.07	\$162.63	10	\$1,626.30
Local CDHP/HSA	2026 Employee monthly cost	2025 Employee monthly cost	Increase if no change	2026 Total Monthly Premium	Employee Monthly Cost with 2% GCSSD Increase	One Month Increase	2 % Increase for 9 months	Number in Tier	Increase	Employee Monthly Cost with 1% GCSSD Increase	1% One Month Increase	1 % Increase for 9 months	Number in Tier	1 % Increase
Employee	\$113.20	\$113.20	\$0.00	\$607.00	\$121.40	\$12.14	\$109.26	9	\$983.34	\$121.40	\$6.07	\$54.63	9	\$491.67
Employee+Child(ren)	\$390.39	\$371.67	\$18.72	\$1,001.00	\$370.37	\$20.02	\$180.18	3	\$540.54	\$380.38	\$10.01	\$90.09	3	\$270.27
Employee+Spouse	\$532.35	\$507.00	\$25.35	\$1,365.00	\$505.05	\$27.30	\$245.70	1	\$245.70	\$518.70	\$13.65	\$122.85	1	\$122.85
Employee+Spouse+Child(ren)	\$615.42	\$585.78	\$29.64	\$1,578.00	\$583.86	\$31.56	\$284.04	1	\$284.04	\$599.64	\$15.78	\$142.02	1	\$142.02
Total Cost 2% Increase									\$73,296.90	Total Cost 1% Increase				\$36,648.45

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Total in Each		23-Oct			
Employee	159	48.04%	40.77%	7.27%	
Employee+Child(ren)	60	18.13%	19.16%	-1.03%	
Employee+Spouse	33	9.97%	10.80%	-0.83%	
Employee+Spouse+Child(ren)	79	23.87%	29.27%	-5.40%	

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